



CHEMTRADE

March 17, 2025

Chemtrade Logistics Income Fund

MANAGEMENT
INFORMATION
CIRCULAR
2025



NOTICE OF OUR 2025 ANNUAL MEETING OF UNITHOLDERS

When

10 a.m. (Toronto time)
Tuesday, May 13, 2025

Where

TMX Market Centre
120 Adelaide Street West, Toronto,
Ontario (Pearce Bunting Room)

Items of business

- 1 Receive the financial statements of Chemtrade Logistics Income Fund for the year ended December 31, 2024 and the auditor's report
- 2 Elect the trustees
- 3 Appoint the auditors and authorize the trustees to set the auditors' fees
- 4 Vote on the advisory resolution on our approach to executive compensation
- 5 Transact any other business that may properly come before the meeting

If you held units of Chemtrade Logistics Income Fund at the close of business on March 17, 2025 (the *record date*), you are entitled to attend and vote at our 2025 annual meeting of unitholders, or at a reconvened meeting if the meeting is postponed or adjourned. You can read about each item of business beginning on page 6 of the attached management information circular, which forms part of this notice.

By order of the board of trustees,

Susan M. Paré

Corporate Secretary
Chemtrade Logistics Income Fund
Toronto, Ontario

March 17, 2025

MESSAGE TO UNITHOLDERS

Dear fellow unitholders,

I am pleased to extend my warm greetings as we reflect on the many successes Chemtrade achieved in 2024. Building on the strong momentum from 2023, this past year has been one of continued growth and progress. I'm immensely proud of what we've accomplished together.

Business Direction and Performance

Over the past several years, Chemtrade has focused on three core priorities:

- Driving Operational Discipline and Performance
- Strengthening our Balance Sheet
- Judicious Investment in Growth

In 2024, we made significant strides in all three areas.

Our commitment to safety continues to pay dividends, as we enhance our performance through operational discipline across all plant sites and targeted initiatives addressing specific challenges. We are now operating at a top-tier level in the chemical industry, and we remain committed to maintaining and improving this status in the years ahead. This same operational rigour, paired with our disciplined approach in sales and marketing, helped us successfully navigate cyclical pressures, enabling us to deliver strong financial results once again in 2024.

We also advanced our balance sheet management through both a Normal Course Issuer Bid (NCIB) and a Substantial Issuer Bid (SIB), allowing us to retire our 2025 Convertible Debentures (CHE.DB.F) and further improve our debt profile.

In terms of growth, our organic initiatives again made solid contributions, particularly in our Water Business. Additionally, we completed the construction of our ultrapure sulphuric acid (UPA) facility in Cairo, and we are on track to bring this new plant online progressively throughout 2025.

Governance

Since transitioning into the role of Chair of the Board of Trustees two years ago, I felt it was the right time to conduct a comprehensive review of our Board structures and processes. To do this, we engaged a talented external consultant to carry out a thorough analysis of our governance practices.

The review confirmed that while we are operating effectively, there are areas for improvement. These included refining our time allocation and management, optimizing our committee structure, and strengthening our risk oversight processes. In response, we initiated a series

of improvements mid-year, and we are already seeing positive results. We will continue to build on these changes into 2025, with the goal of enhancing our governance to better represent the interests of our unitholders.

In May 2024, Gary Merasty was formally voted onto our Board at our Annual General Meeting. Gary's expertise in Indigenous affairs and public engagement has already proven invaluable, helping us strengthen our external relations and deepen our internal understanding of the issues in the communities in which we operate. Additionally, we were pleased to welcome Suzann Pennington to the Board in January of this year. With her extensive experience in the investment world, Suzann will bring tremendous value as we continue to advance Chemtrade's growth.

A Transformative Journey

Chemtrade has undergone a significant transformation in recent years, emerging as a healthier, more resilient company. This progress would not have been possible without the dedication and hard work of our over 1,400 employees. We are deeply grateful for their contributions, which have been pivotal in driving the positive changes we see today.

Looking ahead to 2025, we remain focused on continuing this momentum – executing on our growth strategies, optimizing our operations, and delivering long-term value to you, our unitholders.

Sincerely,



Douglas Muzyka
Chair, Board of Trustees
Chemtrade Logistics Income Fund

Your vote is important.

This management information circular contains important information about our 2025 annual meeting of unitholders. It tells you about the items of business, the voting process, how Chemtrade is governed, and executive compensation.

Please read the circular before you decide how to vote your units.

This document may include statements and information about our expectations for the future. When we talk about strategy, risks, plan and future financial and operating performance, or other things that have not taken place, we are making statements that are considered forward-looking information or forward-looking statements under Canadian securities laws.

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MANAGEMENT INFORMATION CIRCULAR

You have received this management information circular because you held units of Chemtrade Logistics Income Fund at the close of business on March 17, 2025. That gives you the right to attend and vote at our 2025 annual meeting at 10 a.m. (Toronto Time) on Tuesday, May 13, 2025 at TMX Market Centre 120 Adelaide Street West, Toronto, Ontario (Pearce Bunting Room), or at a reconvened meeting if the meeting is postponed or adjourned.

Management is encouraging you to vote and is soliciting your proxy for the meeting on behalf of the board of trustees. Proxies are solicited by mail but a member of the board of trustees or other Chemtrade representative may also contact you. Except in the case of the cost to distribute meeting materials to objecting beneficial owners, we pay for the costs of proxy solicitation. Chemtrade has retained the services of Carson Proxy Advisors to facilitate communication with unitholders. In connection with these services, Chemtrade will pay fees of up to \$40,000, plus certain out-of-pocket expenses. The cost of proxy solicitation will be borne by Chemtrade.

Units of the Fund are listed on the Toronto Stock Exchange (TSX) under the trading symbol CHE.UN. Financial information is provided in the Fund's annual consolidated financial statements and management's discussion and analysis (MD&A) for the year ended December 31, 2024. These and other documents, including the 2024 annual information form (AIF), are available on our website (www.chemtradelogistics.com) and on SEDAR+ (www.sedarplus.com).

The AIF includes information about the Fund's audit committee (see AIF sections entitled *Board committees* and *About the audit committee*, and the *Appendix A* to the AIF). You can also write to the Corporate Secretary at our head office to ask us to send you free copies of the AIF and MD&A.

We update our website regularly and use it as our primary medium for communicating with unitholders and other interested parties.

Documents and websites referenced herein are not incorporated by reference into this circular, unless such incorporation by reference is explicit. References to our website address in this circular are intended to be inactive textual references only.

In this document:

- *we, us, our* and *Chemtrade* mean Chemtrade Logistics Income Fund and all of its subsidiaries
- *Fund* means Chemtrade Logistics Income Fund
- *units* mean units of the Fund
- *you, your* and *unitholder* mean holders of units of the Fund
- *circular* means this management information circular unless specified otherwise
- *meeting or annual meeting* means our 2025 annual meeting of unitholders
- *board of trustees* and *board* mean the Fund's board of trustees
- *Declaration of Trust* means the Amended and Restated Declaration of Trust dated January 22, 2024

Our record date is March 17, 2025.

All information is as of March 17, 2025 and all dollar amounts are in Canadian dollars unless specified otherwise.

Chemtrade head office

155 Gordon Baker Road
Suite 300
Toronto, Ontario M2H 3N5

About Chemtrade Logistics Income Fund

Chemtrade Logistics Income Fund is a limited purpose trust established under the laws of the Province of Ontario on July 11, 2001. The Fund operates under a Declaration of Trust that was most recently amended on January 22, 2024. The Fund holds, directly or indirectly, all of the securities of its operating entities.

Our board of trustees has approved the contents of this circular and authorized us to send it to our unitholders of record. A copy of the circular has also been sent to each trustee and the Fund's auditors.

About notice and access

We are using the *notice and access* method to deliver our meeting materials (the notice, our management information circular, and our 2024 annual financial statements and auditor's report thereon and the related annual MD&A) to non-registered (beneficial) and registered unitholders for our 2025 annual meeting. Notice and access is a set of Canadian securities rules that permits us to provide online access to materials instead of sending paper copies, reducing energy use as well as paper and mailing costs.

If you are a beneficial or registered unitholder, we have sent you a notice which tells you how you can access the materials online or receive free printed copies which have been sent to your intermediary (or its agent) to distribute to you with either a proxy form or a voting instruction form. We pay the cost of distributing materials to non-objecting beneficial owners, but if you are an objecting beneficial owner, your intermediary bears the cost or may charge you for the cost.

Stratification

We have also elected to use procedures known as 'stratification' in relation to our use of the notice and access method. Stratification occurs when a reporting issuer using the notice and access provisions provides a paper copy of an information circular and, if applicable, a paper copy of financial statements and related MD&A, to some unitholders together with a notice of a meeting of its unitholders. In relation to our 2025 annual meeting, non-registered (beneficial) and registered unitholders holding greater than 5,000 units will receive a paper copy of the notice of the meeting, this circular and voting instruction form or form of proxy whereas non-registered (beneficial) and registered unitholders holding less than 5,000 units will still receive a voting instruction form or form of proxy in the mail to vote your units, as well as a notice with instructions on how to access and view the electronic copy of our information circular, 2024 annual financial statements and auditor's report thereon and the related annual MD&A.

By order of the board of trustees,



Susan M. Paré
Corporate Secretary, Chemtrade Logistics Income Fund
Toronto, Ontario
March 17, 2025

Do you wish to receive future meeting materials by e-mail?

E-Delivery with your brokerage or other intermediary institution ensures that unitholders receive documents faster, helps reduce printing and postage expenses and creates less paper waste. Unitholders who wish to enroll in E-Delivery should contact their brokerage or other intermediary institution.

If you have any questions or require assistance with voting your units, please contact:

North American Toll Free Phone: 1-800-530-5189

Local (Collect outside North America): 416-751-2066

Email: info@carsonproxy.com



ABOUT THE UNITHOLDER MEETING

This section includes information about the items of business, what you will be voting on, the voting process, this year's nominated trustees, and the board committees.

We will disclose this year's voting results in a news release after the meeting. The news release will be available on our website (www.chemtradelogistics.com) and on SEDAR+ (www.sedarplus.com).

Where to find it

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BUSINESS OF THE MEETING

1. Receive our financial statements

The Fund's consolidated financial statements for the year ended December 31, 2024 and the auditor's report will be presented at the meeting.

These consolidated financial statements form part of our 2024 annual report, which is available on our website (www.chemtradelogistics.com) and on SEDAR+ (www.sedarplus.com) or by contacting our Corporate Secretary. They are also available through *notice and access* (see page 4).

2. Elect the trustees

You will vote on electing eight trustees to hold office until the next annual meeting of unitholders or until their successors are elected or appointed.

The nominees are:

- | | |
|----------------------|----------------------|
| 1. Lucio Di Clemente | 5. Emily Moore |
| 2. Daniella Dimitrov | 6. Douglas Muzyka |
| 3. Luc Doyon | 7. Suzann Pennington |
| 4. Gary Merasty | 8. Scott Rook |

The board recommends you vote FOR electing each nominee as a trustee of the Fund to hold office until the next annual meeting of unitholders or until their successors are elected or appointed.

All of the nominated trustees currently serve on the board. All trustees stand for election every year. All of the nominees are qualified and have expressed their willingness to serve on the board for a term of one year. If for any reason prior to the meeting, a nominee is unable to serve, the Chemtrade representatives named in the proxy form and voting instruction form have the discretion to vote for another nominee at their discretion.

You can read about the proposed board and each nominee beginning on page 11. We have a majority voting policy, which you can read about on page 52.

3. Appoint the auditors

You will vote on appointing KPMG LLP as auditors of the Fund to hold office until the next annual meeting of unitholders or until their successor is appointed, and to authorize the trustees to set the auditors' fees for the coming year.

The auditors will hold office until our next annual meeting or until their successor is appointed. KPMG LLP have been our auditors since the Fund's inception in 2001. At last year's meeting, 97.30% of votes cast were for KPMG LLP's reappointment.

The board recommends you vote FOR appointing KPMG LLP as auditors of the Fund and authorize the trustees to set the auditors' fees.

The 2024 annual assessment process resulted in several improvement opportunities being identified, action plans developed, and changes implemented to address the improvement opportunities. For more information on the 2024 assessment process, please see our 2024 management information circular, which is available on our website (www.chemtradelogistics.com) and on SEDAR+ (www.sedarplus.com).

In determining to recommend KPMG LLP as the Fund's auditor for 2025, the board, on the recommendation of the audit committee, evaluated the benefits of long tenure in light of the controls in place to safeguard auditor independence, KPMG LLP's ability to exercise independent judgment and objectivity in the course of its audit, its capabilities and familiarity relative to the business of Chemtrade, accounting policies and practices, and internal controls over financial reporting, and the appropriateness of the fees and its tenure.

The table below shows the fees KPMG LLP incurred in respect of the last two fiscal years.

Table 1	2024	2023
Audit fees²	\$1,644,840	\$1,460,550
Audit-related fees		
For French translation of our MD&A and financial statements (interim and annual)	\$82,925	\$99,938
Tax fees		
For tax compliance and advisory services	\$712,837	\$487,296
All other fees		
For audit of certain vendor contracts	\$25,102	\$24,610
Total	\$2,465,704	\$2,072,394

Notes:

1. Fees in each category include disbursements and administrative fees.
2. Audit fees include interim reviews and securities filings.

4. Vote on the advisory resolution on our approach to executive compensation

We hold a 'say on pay' advisory vote every year to give unitholders an opportunity to provide feedback to the board on this important issue.

The board recommends you vote **FOR** the advisory resolution on our approach to executive compensation.

You will vote on our approach to executive compensation as described in this circular. Our compensation discussion and analysis begins on page 21 and explains our compensation governance, pay for performance philosophy, the compensation elements, and the board's decisions about 2024 executive pay. Last year, 95.55% of the votes cast were *for* our approach to executive pay.

This is an advisory vote, so the results are not binding on the board. If the advisory resolution is not approved by a majority of the votes cast at the meeting, the board will meet with unitholders, particularly those known to have voted against the advisory resolution, to understand their concerns. The board will review its approach to executive compensation in the context of those concerns and we will discuss the results of the review in our next management information circular.

Unitholders who vote against the resolution or wish to discuss executive compensation or other matters may wish to contact the board (see page 66 for details of our investor engagement policy).

You will vote on the following advisory resolution, subject to any amendments, variations or additions that may be approved at the meeting:

RESOLVED ON AN ADVISORY BASIS AND NOT TO DIMINISH THE ROLE AND RESPONSIBILITIES OF THE BOARD OF TRUSTEES of Chemtrade Logistics Income Fund (the Fund), that the unitholders accept the Fund's approach to executive compensation as disclosed in the compensation discussion and analysis section in the Fund's management information circular dated March 17, 2025 and delivered in advance of the 2025 annual meeting of unitholders.

5. Other business

The board and management are not aware of any amendment, variation or other matter that will be brought before the meeting.

Unitholder proposals and nominating trustees

We did not receive any unitholder proposals for our 2025 meeting.

If you want to submit a unitholder proposal for our 2026 annual meeting, we must receive your proposal by December 18, 2025, to be considered for inclusion in next year's management information circular.

If you want to nominate someone for election as a trustee for our 2026 annual meeting, the trustees must receive your nomination for annual general meetings:

- at least 30 days before the date of the annual meeting, or
- no later than 10 days after the date of first public announcement of the meeting (if the first public announcement is less than 50 days before the meeting).

You can find information about how to submit a unitholder proposal or nominate a trustee in the Fund's Declaration of Trust on SEDAR+ (www.sedarplus.com).

VOTING INFORMATION

The Fund is authorized to issue an unlimited number of units and had 116,211,132 units issued and outstanding as of March 17, 2025.

Who can vote

Each unitholder of record at the close of business on March 17, 2025, is entitled to vote at the meeting. Each unit carries one vote.

The board and the Fund's executive officers are not aware of a unitholder that beneficially owns, directly or indirectly, or exercises control or direction over units carrying more than 10% of the votes attached to units of the Fund.

Notice and access and stratification

We are using the Canadian securities notice and access rules this year to deliver meeting materials to non-registered (beneficial) and registered unitholders. We have also elected to use procedures known as 'stratification' in relation to our use of the notice and access method. See page 4 for more information on notice and access and stratification.

How to vote

You vote by proxy, or you can attend the meeting and vote your units in person.

Voting by proxy means you appoint someone to be your proxyholder to attend the meeting on your behalf and vote your units according to your instructions. It's the easiest way to vote.

The specific process for you to vote depends on whether you are a registered unitholder or a non-registered (beneficial) unitholder.

Non-registered (beneficial) unitholders other than Chemtrade employee unit plan holders (see the table located below this table if you are a Chemtrade employee unit plan holder)	
	You are a non-registered (or beneficial) unitholder if you hold your units through an intermediary like a bank, trust company, investment dealer, broker, trustee or plan administrator. As a beneficial unitholder, you have the right to tell your intermediary how you want to vote your units. The process varies by intermediary so be sure to follow the instructions your intermediary or its agent provides. Your package of meeting materials should include either a notice about accessing a copy of this circular online or a printed copy of the circular, plus a proxy form or a voting instruction form.
How to vote by proxy before the meeting	Follow the instructions provided by your intermediary for sending your voting instructions. You need to act promptly to allow enough time for your intermediary to receive the form (and, if necessary for you to return a legal proxy), and provide your instructions to Computershare before 10 a.m. (Toronto time) on May 9, 2025 , or 48 hours (not including Saturdays, Sundays and holidays) before a reconvened meeting if the meeting is postponed or adjourned.
How to attend and vote in person at the meeting or appoint someone to attend the meeting on your behalf	<p>The Chemtrade representatives named in the voting instruction form and proxy form (as applicable) have agreed to serve as your proxyholder.</p> <p>You can appoint yourself or someone else to attend and vote in person at the meeting by printing the appointee's name in the blank space provided for appointing the proxyholder on the voting instruction form or proxy form. Your intermediary may also allow you to do this online or by telephone. The person that you appoint does not need to be a unitholder of the Fund. Do not complete the voting section because your appointee will vote in person at the meeting.</p> <p>If your voting instruction form or proxy form does not have a blank space for you to appoint yourself as proxyholder, follow the instructions your intermediary has provided about how to request that it appoint you as a proxyholder. Your intermediary may send to you a legal proxy that you must submit to Computershare using the same process registered unitholders follow to submit their proxy form. If your package does not include these instructions, contact your broker or agent right away. Check in with a representative of Computershare when you arrive at the meeting.</p> <p>Follow the instructions provided by your intermediary for sending your voting instructions. You need to act promptly to allow enough time for your intermediary to receive the form (and, if necessary for you to return a legal proxy), and provide your instructions to Computershare before 10 a.m. (Toronto time) on May 9, 2025, or 48 hours (excluding Saturdays, Sundays and holidays) before a reconvened meeting if the meeting is postponed or adjourned.</p>
Deadline	<p>May 9, 2025, before 10 a.m. (Toronto time)</p> <p>You need to act promptly to allow enough time for your intermediary to receive your voting instructions and to provide them to Computershare before 10 a.m. (Toronto time) on May 9, 2025, or if the meeting is postponed or adjourned, 48 hours (excluding Saturdays, Sundays and holidays) before the reconvened meeting.</p>
How to change your mind about your vote	<p>If you change your mind, you can revoke your proxy form or voting instruction form as long as you do so within the timelines noted below.</p> <p>If you have provided voting instructions to your intermediary by completing a voting instruction form (or by voting online or by telephone if made available by your intermediary), you can revoke your prior voting instructions by sending new voting instructions to your intermediary in the same manner. You need to act promptly to allow enough time for your intermediary to receive your voting instructions and to provide them to Computershare before 10 a.m. (Toronto time) on May 9, 2025, or 48 hours (excluding Saturdays, Sundays and holidays) before a reconvened meeting if the meeting is postponed or adjourned.</p> <p>If you have provided voting instructions to your intermediary by completing a proxy form or legal proxy, contact your intermediary to find out what to do to revoke your voting instructions.</p>

Registered unitholders other than Chemtrade employee unit plan holders (see the table located below this table if you are a Chemtrade employee unit plan holder)	
	You are a registered unitholder if you hold the units in your name and are on the register of unitholders of the Fund. Your package of meeting materials includes this circular and a proxy form.
How to vote by proxy before the meeting	<p>The Chemtrade representatives named in the proxy form have agreed to serve as your proxyholder.</p> <p>You can appoint someone else to be your proxyholder by printing that person's name in the blank space provided on the proxy form or by completing another proper form of proxy. The person you appoint does not need to be a unitholder of the Fund.</p> <p>Complete the proxy form, then sign and date it and send it to Computershare (our transfer agent and registrar) right away. You can submit your proxy form in one of the following ways:</p> <ul style="list-style-type: none"> • By phone: 1-866-732-VOTE (8683) (toll-free in Canada and the United States) or 312-588-4290 (from outside Canada and the United States). You will need to provide your control number as listed on the proxy • Online: www.investorvote.com, where you will need to provide your control number as listed on the proxy • By fax: 1-888-453-0330 (toll-free in Canada and the United States) or 514-982-7635 (from outside Canada and the United States) • By mail: Computershare Trust Company of Canada 100 University Avenue 8th Floor Toronto, Ontario M5J 2Y1
How to attend and vote in person at the meeting	Do <i>not</i> complete the proxy form because your vote will be taken and counted at the meeting. If you appoint yourself or anyone other than the Chemtrade representatives named in the proxy form to vote on your behalf, the person you appoint must cast a vote (by ballot or show of hands) on your behalf for your vote to be counted. Check in with a representative of Computershare (our transfer agent and registrar) when you arrive at the meeting.
Deadline	<p>May 9, 2025, before 10 a.m. (Toronto time)</p> <p>You need to provide your proxy form to Computershare before 10 a.m. (Toronto time) on May 9, 2025, or if the meeting is postponed or adjourned, 48 hours (excluding Saturdays, Sundays and holidays) before the reconvened meeting.</p>
How to change your mind about your vote	<p>If you change your mind, you can revoke your proxy form as long as you do so within the timelines noted below.</p> <p>If you have provided voting instructions by completing a proxy form, you can revoke your prior voting instructions by sending new voting instructions on a proxy form with a later date, or at a later time if you are voting by telephone or on the internet. You need to act promptly to allow enough time for your voting instructions to be received by Computershare before 10 a.m. (Toronto time) on May 9, 2025, or 48 hours (excluding Saturdays, Sundays and holidays) before a reconvened meeting if the meeting is postponed or adjourned.</p>
<p>If you participate in our unit purchase plan</p> <p>Your package of meeting materials includes a notice about accessing a copy of this circular online plus a proxy form. To vote by proxy, follow the same instructions for voting by proxy as for registered unitholders. If you wish to vote in person at the meeting, print your name in the blank space provided for appointing the proxyholder on the proxy form. You may also do this online or by phone. If you wish to change your vote, follow the same instructions for changing your vote as for registered unitholders.</p>	

Broadridge QuickVote™

Chemtrade may also utilize the Broadridge QuickVote service to assist unitholders with voting their units. Certain beneficial unitholders may be contacted by Carson Proxy Advisors to conveniently obtain a vote directly over the phone. Broadridge then tabulates the results of all instructions received and provides appropriate instructions respecting the voting of units to be represented at the meeting.

How your proxyholder will vote

Your proxyholder must attend the meeting on your behalf and vote your units or withhold from voting your units.

Your units represented by the proxy will be voted or withheld from voting in accordance with your instructions on any ballot that may be called for and that, if you specify a choice with respect to any matter to be acted upon, your units will be voted accordingly.

If you do not specify your voting instructions in your proxy form or voting instruction form (or legal proxy), your proxyholder can vote your units as they wish.

If the Chemtrade representatives named in your proxy form or voting instruction form are appointed as your proxyholder and you have not specified how you wish to vote, they will vote:

- FOR each nominated trustee
- FOR the appointment of KPMG LLP as auditors and authorize the trustees to set the auditors' fees
- FOR the advisory resolution on our approach to executive compensation.

If there is an amendment or variation to the items of business, or if there are other matters that are properly brought before the meeting, your proxyholder has the discretionary authority to vote as your proxyholder sees fit. As of March 17, 2025, no trustee or executive officer of the Fund is aware of any variation, amendment, or other matter to be presented for a vote at the meeting.

The Chemtrade representatives named in your proxy form or voting instruction form are Douglas Muzyka, and failing him, Lucio Di Clemente, both trustees of the Fund, each with full power of substitution.

You have the right to appoint a person or company to represent you at the meeting other than the Chemtrade representatives named in your voting instruction form or proxy form. To do so, follow the relevant instructions above.

Voting Results

The voting results for each item of business at the meeting will be filed with the securities regulators after the meeting.

For more information

Contact our transfer agent, Computershare, should you have any questions relating to the meeting or the information contained in the Voting Information section of this circular:

Phone: 1-800-564-6253 (toll-free in Canada and the United States)
514-982-7555 (from outside Canada and the United States)

Fax: 1-888-453-0330 (toll-free in Canada and the United States)
514-982-7635 (from outside Canada and the United States)

Mail: 100 University Avenue, 8th Floor, Toronto ON M5J 2Y1

Email: service@computershare.com

If you would like to ask a question of our chief executive officer (CEO), chief financial officer (CFO) and/or chair of the board in advance of the meeting with respect to any of the items of business or other matters in the meeting materials, they can be reached at srook@chemtradelogistics.com, rbhardwaj@chemtradelogistics.com and chair@chemtradelogistics.com, respectively. For more detailed information about the appropriate person to contact, taking into account the nature of your inquiry, see page 66.

If you have any questions or require assistance with voting your units, please contact:

North American Toll Free Phone: 1-800-530-5189

Local (Collect outside North America): 416-751-2066

Email: info@carsonproxy.com



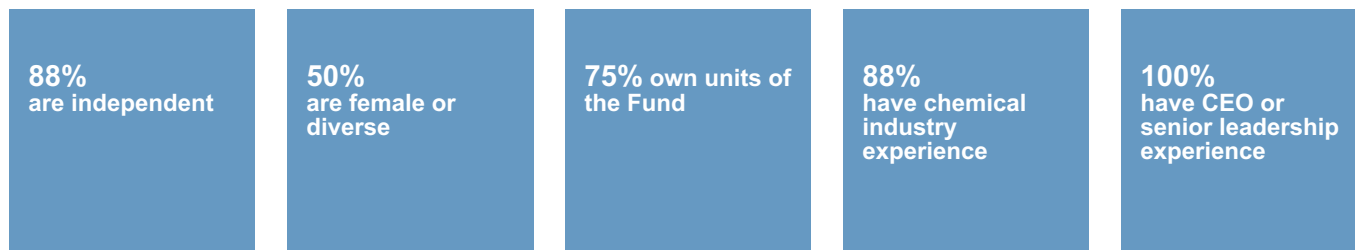
ABOUT THE PROPOSED BOARD

The Declaration of Trust states that we must have between three to 10 trustees on the board.

The board seeks to have a board size that encourages active discussion and engagement. This year, unitholders will be asked to elect eight trustees to the board. All of the nominees are qualified and experienced and have expressed their willingness to serve for a one year term. All of the nominees currently serve on our board. Each elected nominee will hold office until the next annual meeting or until their successor is elected or appointed. All are independent except Scott Rook, who is CEO of the Fund.

Suzann Pennington joined the board in January 2025. Ms. Pennington is a retired senior financial executive with over 30 years' experience in strategic planning, complex investments, mergers and acquisitions, risk management and sustainability in both public and private companies. She has held a number of senior leadership positions including Managing Director and Chief Investment Officer of CIBC Global Asset Management, Vice President of Mackenzie Financial, and was a founding partner of a mutual fund company. Ms. Pennington is standing for election at the annual meeting.

Characteristics of the proposed board



You can read about each nominee beginning on the next page, and the board committees on page 16. A general discussion of corporate governance at Chemtrade begins on page 45.

Overboarding

None of the nominees currently serve on more than three public company boards, including the Fund's board.

No board interlocks

None of the nominees serve together on another public company board or committee.

2024 meeting attendance summary

The table to the right is a summary of meeting attendance in 2024. Each board and committee meeting also included an *in camera* session (without management present). You can find the 2024 attendance record for each member of the board on page 51.

	Number of meetings	Overall meeting attendance
Table 2		
Board	8	94%
Audit committee	4	94%
Compensation and corporate governance committee	2	93%
Governance and Nominating Committee	2	100%
Human Capital and Compensation Committee	2	100%
Responsible Care committee	4	95%
Total number of meetings held	22	94%

Note: The board reorganized and reconstituted its committees in 2024 as part of a governance renewal process (please see *Governance Renewal* starting on page 46).

Equity ownership

The following profiles include details about each nominee for the board including their equity holdings, which include units of the Fund and deferred units (and restricted units in the case of Scott Rook, granted as part of his executive compensation). Equity ownership requirements help align the interests of our trustees and unitholders and help ensure that trustees have a vested interest in our future success. As CEO, Mr. Rook is required to meet our unit ownership requirements for executives (see page 26).

Holdings include equity the board members beneficially own, directly or indirectly, or have control or direction over, including distribution equivalents attributed to deferred units and restricted units up to February 28, 2025. Values are based on the higher of the original cost and the market value of \$9.72, the closing price of units on the Exchange on March 17, 2025. "Exchange" means the TSX, and any other stock exchanges on which the Trust Units are or may be listed from time to time.

DOUGLAS MUZYKA (CHAIR)

Corporate Director



Independent

Residence: Philadelphia, PA, USA**Age:** 70**Trustee since:** November 13, 2020**2024 attendance:** 100%**2024 voting result:** 97.80% for
(35,409,100 units)**Knowledge and experience**

Chemical industry	Human resources/
Manufacturing	Compensation
Executive leadership	Corporate governance
Financial/Accounting	Risk management
Environmental, health and safety	Legal/Government/Regulatory
	affairs
	Information Security/Cyber
	Security

Board committees

—

Business experience

Douglas Muzyka has extensive experience in the chemical industry. He retired from E.I. DuPont de Nemours (DuPont), an international manufacturer of chemical products, specialty materials, consumer and industrial products. As Senior Vice President and Chief Science and Technology Officer, he led a science and engineering organization of over 10,000 scientists and engineers. He previously served as President of DuPont, Greater China and DuPont China Holding Co. Ltd., Vice President and General Manager of DuPont Nutrition and Health, President and CEO of DuPont Canada, Inc., President and General Manager of DuPont Mexico and as a research scientist.

Other public company boards in the past five years

CCL Industries Inc. (since November 2016, chair of human resources and compensation committee, and member of corporate and social responsibility committee)
Stella-Jones Inc. (since December 2019, chair of environmental, health and safety committee and member of corporate governance committee)

Public board interlocks

None

Other boards and memberships

National Research Council of Canada (Council Chair)
Biologics Manufacturing Centre, Montreal (Board Chair)
Modern Meadow Inc. (Board Member)

Education

B.Sc. (chemical engineering), M.Sc. (chemical engineering), Ph.D., (chemical engineering), Hon. LL. D, University of Western Ontario
Université de Technologie de Compiègne, France

Equity ownership

Units: 25,400 / \$246,888
Deferred units: 153,534 / \$1,492,351
Total: 178,934 / \$1,739,239

Meets his equity ownership requirement (see page 50).

LUCIO DI CLEMENTE, CPA, CA

Management Consultant & Corporate Director



Independent

Residence: Toronto, Ontario, Canada**Age:** 66**Trustee since:** July 7, 2009**2024 attendance:** 94%**2024 voting result:** 96.53% for
(34,947,849 units)**Knowledge and experience**

Chemical industry	Human resources/
Manufacturing	Compensation
Executive leadership	Corporate governance
Financial/Accounting	Risk management
Environmental, health and safety	Legal/Government/
	Regulatory affairs

Board committees

Audit

Governance and nominating (chair)

Business experience

Lucio Di Clemente is an executive mentor, corporate financial advisor and corporate director. Mr. Di Clemente's executive experience spans numerous sectors, including manufacturing, retail, health sciences and distribution. Mr. Di Clemente has chaired and served on numerous boards including public and private companies as well as charitable institutions, has mergers and acquisitions and capital markets experience and holds an ICD.D designation as a professional corporate director.

Other public company boards in the past five years

Spark Power Group Inc. (December 2019 to May 2023)
Corby Spirit and Wine Limited (since November 2022, board chair and chair of the management and resources committee)

Public board interlocks

None

Other boards and memberships

None

Education

M.B.A., University of Toronto

Equity ownership

Units: 3,500 / \$34,020
Deferred units: 176,548 / \$1,716,050
Total: 180,048 / \$1,750,070

Meets his equity ownership requirement (see page 50).

Note: Mr. Di Clemente was a director of Beyond the Rack Enterprises Inc. (now 7098961 Canada Inc.) when it filed for protection under the Companies' Creditors Arrangement Act (Canada) on March 24, 2016.

**DANIELLA DIMITROV, LLB, MBA,
NACD.DC, GCB.D**

Chief Financial Officer and Corporate Director



Independent

Residence: Toronto, Ontario, Canada

Age: 55

Trustee since: May 15, 2020

2024 attendance: 100%

2024 voting result: 97.11% for

(35,159,266 units)

Knowledge and experience

Chemical industry	Capital markets
Executive leadership	Corporate governance
Financial/Accounting	Risk management
Environmental, health and safety	Legal/Government/
Human resources/	Regulatory affairs
Compensation	Information Security/Cyber
	Security

Board committees

Audit (chair)
Responsible Care

Business experience

Daniella has 20+ years of experience in mining and financial services in various strategy, finance, operations, corporate development and governance roles. She is currently the CFO and Senior Vice-President of Calibre Mining Corp., a mining company. She was the CFO, Interim CEO and President of IAMGOLD Corporation and prior to that she was a Partner at Sprott Capital Partners, a natural resources investment banking firm. Since 2010, she has served as a director of nine companies in the natural resources, energy and chemicals industries and as a member or chair of eight audit committees. Daniella was chosen as one of the Top 100 Global Inspirational Women in Mining for 2016, was a Canada Board Diversity Council – 2016 Diversity 50 Candidate and is National Association of Corporate Directors (NACD) Directorship Certified™.

Other public company boards in the past five years

International Petroleum Corp. (May 2018 to May 2021)
Nexa Resources SA (since January 2018)
Excellon Resources Ltd. (December 2016 to April 2020)

Public board interlocks

None

Other boards and memberships

NACD Directorship Certified™
UHN Foundation (since June 2024)

Education

CERT Certificate in Cyber-Risk Oversight, Software Engineering Institute at Carnegie Mellon University/NACD (CERT)
Global ESG Certificate, Competent Boards (GCB.D)
CFO Leadership Program and Audit Committees in a New Era of Governance Course, Harvard Business School of Executive Education
Global Executive MBA, Kellogg School of Management and Schulich School of Business
LL.B., University of Windsor

Equity ownership

Units: —

Deferred units: 124,721 / \$1,212,283

Total: 124,721 / \$1,212,283

Meets her equity ownership requirement (see page 50).

LUC DOYON

Corporate Director



Independent

Residence: Montreal, Quebec, Canada

Age: 65

Trustee since: May 10, 2022

2024 attendance: 100%

2024 voting result: 97.66% for
(35,360,063 units)

Knowledge and experience

Chemical industry	Human resources/
Manufacturing	Compensation
Executive leadership	Corporate governance
Financial/Accounting	Risk management
Environmental, health and safety	Legal/Government/
	Regulatory affairs

Board committees

Audit
Responsible Care (chair)

Business experience

Mr. Doyon spent his career with the French industrial group Air Liquide, where he worked from 1983 to 2017. Mr. Doyon served as Vice-President, Merchant Gases at Air Liquide America in Houston, and President and Chief Executive Officer of Air Liquide Canada in Montréal. In 2012, he was appointed President and Chief Executive Officer of the welding division of Groupe Air Liquide in Paris. Mr. Doyon is an engineer. He has also completed the Executive Education program at INSEAD (Institut européen d'administration des affaires) [European Institute of Business Administration] in Fontainebleau, France.

Other public company boards in the past five years

Lassonde Industries Inc. (since February 2023)

Public board interlocks

None

Other boards and memberships

Hydro Québec (Since 2019, member of the ESG and Investment Committees)

Education

B. Eng (Mechanical Engineering) Polytechnique Montréal
Graduate diploma (Welding Engineering) École supérieure du soudage et de ses applications in Paris, France
Executive Education program at INSEAD

Equity ownership

Units: 12,000 / \$116,640

Deferred units: 33,660 / \$327,174

Total: 45,660 / \$443,814

Mr. Doyon will have until May 2027 to meet his equity ownership requirement (see page 50).

GARY MERASTY

Chief Executive Officer and Corporate Director



Independent

Residence: Saskatoon, Saskatchewan, Canada

Age: 60

Trustee since: February 20, 2024

2024 attendance: 100%

2024 voting result: 97.23% for (35,203,968 units)

Knowledge and experience

Chemical industry	Corporate governance
Manufacturing	Risk management
Executive leadership	Legal/Government/
Financial/Accounting	Regulatory affairs
Environmental, health and safety	Information Security/Cyber
Human resources/	Security
Compensation	

Board committees

Human capital and compensation
Governance and nominating

Business experience

Gary Merasty is the Chief Executive Officer of The Peter Ballantyne Group of Companies, an investment company with holdings in the construction, retail, fabrication, forestry, real estate, and hospitality sectors. He has extensive political experience, having been Grand Chief of the Prince Albert Grand Council for two terms and being the first status First Nations Member of Parliament to be elected in Saskatchewan, representing Desnethe Missinippi Churchill River from 2005 to 2007. Gary is committed to sustainability and has more than 20 years' experience serving on both corporate and non-profit boards as well as think tanks and secondary institutions.

Other public company boards in the past five years

Bird Construction (since May 2022)

Public board interlocks

None

Other boards and memberships

Canada West Foundation
Sustainable Development Technologies Canada (2021 to 2024)
Institute for Research on Public Policy
Enterprise Saskatchewan
Children's Hospital Foundation of Saskatchewan
The Meadow Lake Tribal Council (Director, Industrial Investments)

Education

B. Ed., University of Saskatchewan
M. Ed., University of Saskatchewan
Hon. Diploma in Entrepreneurship and Business, Saskatchewan Institute of Applied Science and Technology

Equity ownership

Units: —

Deferred units: 17,895 / \$178,455

Total: 17,895 / \$178,455

Mr. Merasty will have until February 2029 to meet his equity ownership requirement (see page 50).

EMILY MOORE

Corporate Director and Director of Troost Institute



Independent

Residence: Mississauga, Ontario, Canada

Age: 55

Trustee since: July 1, 2019

2024 attendance: 100%

2024 voting result: 97.87% for (35,436,168 units)

Knowledge and experience

Chemical industry	Human resources/
Manufacturing	Compensation
Executive leadership	Corporate governance
Financial/Accounting	Risk management
Environmental, health and safety	Information Security/Cyber
	Security

Board committees

Human capital and compensation (chair)
Governance and nominating

Business experience

Emily Moore has been Director of Troost Institute for Leadership Education in Engineering at the University of Toronto since October 2018, where she leads teaching, research and programming to help develop the next generation of engineering leaders. She spent 10 years at Hatch Ltd. holding positions including Managing Director Innovation (2017-2018), and Managing Director Water (2012-2017), leading global initiatives to serve mining, energy and infrastructure sector clients. Dr. Moore previously spent over 10 years at Xerox, leading teams on developing new chemical processes and bringing them to manufacturing scale. Dr. Moore is a licensed professional engineer, a subject matter expert in water and mining and a Rhodes Scholar. She has also completed the Directors Education Program with the Institute of Corporate Directors (ICD).

Other public company boards in the past five years

International Petroleum Corp. (since May 2021)

Public board interlocks

None

Other boards and memberships

Canadian Mining Innovation Council (member)
Canadian Society for Chemical Engineering (past president)
Haltech (regional innovation centre serving Halton Region)
Metrolinx (2019 to 2024)
Natural Sciences and Engineering Research Council (former member, advisory committee on university industry grants)

Education

B.Sc. (engineering chemistry), Queen's University
Rhodes Scholar
D. Phil. (physical chemistry), Oxford University (England)

Equity ownership

Units: 5,965 / \$57,980

Deferred units: 125,029 / \$1,215,282

Total: 130,994 / \$1,273,262

Meets her equity ownership requirement (see page 50).

SUZANN PENNINGTON

Corporate Director

Independent

Residence: Oakville, Ontario, Canada**Age:** 63**Trustee since:** January 9, 2025**2024 attendance:** N/A since appointed in January of 2025**Knowledge and experience**

Executive leadership
Financial/Accounting
Environmental, health and safety
Human resources/
Compensation

Corporate governance
Risk management
Legal/Government/
Regulatory affairs

Board committees¹

Human capital and compensation
Responsible Care

Business experience

Suzann Pennington is a retired senior financial executive with over 30 years' experience in strategic planning, complex investments, mergers and acquisitions (M&A), risk management and sustainability in both public and private companies. As Managing Director and Chief Investment Officer of CIBC Global Asset Management, Suzann was responsible for ~\$110 billion in financial assets. She has held senior leadership positions including VP of Mackenzie Financial and was a founding partner of a mutual fund company. Currently Suzann serves as a director on the Ontario Pension Board where she is chair of the Human Resources Committee and has served on the Investment, Audit and Governance Committees. Suzann holds a Bachelor of Mathematics degree, the Chartered Financial Analyst designation, and the ICD.D designation from the Institute for Corporate Directors.

Other public company boards in the past five years

None

Public board interlocks

None

Other boards and memberships

Ontario Pension Board (since 2020)

Education

ICD.D Designation, Institute for Corporate Directors
ESG Designation (Global Competent Boards GCB.D)
Chartered Financial Analyst (CFA)
B. Math, University of Waterloo

Equity ownership

Units: 7,853 / \$102,325

Deferred units: —

Total: 7,853 / \$102,325

Ms. Pennington will have until January 2030 to meet her equity ownership requirement (see page 50).

Note:

1. Ms. Pennington is expected to join these committees following the annual meeting.

SCOTT ROOK

Chief Executive Officer

Chemtrade Logistics Income Fund

Not independent

Residence: Conroe, Texas, USA**Age:** 59**Trustee since:** March 1, 2021**2024 attendance:** 100%

2024 voting result: 98.09% for
(35,512,604 units)

**Knowledge and experience**

Chemical industry
Manufacturing
Executive leadership
Financial/Accounting
Environmental, health and safety
Human resources/
Compensation

Corporate governance
Risk management
Legal/Government/
Regulatory affairs
Information Security/Cyber
Security

Board committees

—

Business experience

Scott Rook became the President and Chief Executive Officer of Chemtrade Logistics Income Fund and was appointed as a trustee on March 1, 2021. Mr. Rook served as Chief Operating Officer of the Fund from September 2019 to February 2021 and prior to that served in a variety of roles including Senior Vice President, Commercial Operations of Ascend Performance Materials from April 2010 to September 2019. In addition to this experience, Mr. Rook spent 17 years with Eastman Chemical company in a variety of roles including Senior Business Unit Director for the Specialty Plastics Business Organization. He has more than 30 years' experience in the chemical industry including commercial, operational, and business leadership roles.

Other public company boards in the past five years

None

Public board interlocks

None

Other boards and memberships

Chemistry Industry Association of Canada (CIAC) (since 2022)

Education

MBA, Finance, Auburn University
B.S., Industrial Engineering, University of Tennessee, Knoxville

Equity ownership

Units: 129,464 / \$1,258,390

Restricted units: 514,137 / \$4,997,416

Total: 643,601 / \$6,255,806

Is subject to CEO equity ownership requirement (see page 26).

BOARD COMMITTEES

The board currently has four independent standing committees to help it fulfill its responsibilities. Each committee has a charter which is available on our website (www.chemtradelogistics.com). The board previously had three committees, but as part of the governance review and renewal process, which was completed in early 2024, the board reorganized and reconstituted its committees. The compositions listed below reflect the current composition of each of the committees. For more information on the governance review and renewal process, see page 46.

Third party advice

The board and board committees can each engage outside advisors as necessary to ensure effective governance. Chemtrade pays for these costs.

Audit committee

100% independent | Met four times in 2024

Daniella Dimitrov (chair)
Lucio Di Clemente, CPA, CA
Luc Doyon

The audit committee is primarily responsible for overseeing:

- the quality and integrity of our financial statements and the financial reporting process, including our financial reporting accounting systems and internal controls
- the qualifications, performance and independence of the external auditors
- our compliance with legal and regulatory requirements relating to the integrity of our financial statements
- the identification, assessment and management of financial risks.

The committee reports to the board any issues, concerns or breaches it has received relating to our code of conduct. The committee also reviews all related party transactions, Chemtrade's insurance program, management's oversight and the financial status of our defined benefit pension plans, material policies and practices relating to cash management and material financing strategies as well as material tax policies and tax planning initiatives, tax payments and reporting and any pending tax audits or assessments.

All members are financially literate as defined in National Instrument 52-110 – Audit Committees. The committee meets at least four times per year.

Human capital and compensation committee

100% independent | Met two times in 2024 (four times including meetings as the former compensation and corporate governance committee)

Emily Moore (chair)
Gary Merasty (since February 20, 2024)
Katherine Rethy (until May 13, 2025)¹

The human capital and compensation committee is primarily responsible for:

- developing and retaining key senior management employees, including the CEO, who have the skills and expertise needed to enable Chemtrade to achieve its goals and strategies at fair and competitive compensation and appropriate performance incentives
- ensuring succession plans are in place for critical roles
- reviewing our executive and trustee compensation programs
- reviewing our disclosure relating to executive compensation
- promoting a working culture that motivates, develops, and engages employees

The committee reviews the CEO's annual performance goals and criteria, assesses the CEO's performance and recommends the CEO's compensation to the board for its review and approval. It also reviews and approves employment contracts and arrangements and our compensation policies and public disclosure about executive compensation at Chemtrade.

The committee reviews our CEO succession plan. It is also responsible for establishing board competencies, orientation and continuing education.

The committee meets at least twice a year, and more often as warranted.

¹ Suzann Pennington is expected to join this committee following the annual meeting

Governance and nominating committee

100% independent | Met two times in 2024 (four times including meetings as the former compensation and corporate governance committee)

Lucio Di Clemente (chair)
Gary Merasty (since February 20, 2024)
Emily Moore

The governance and nominating committee is primarily responsible for:

- developing, recommending and implementing effective corporate governance principles
- overseeing and assessing the functioning of the board and its committees
- recommending changes to board composition and identifying candidates for the board
- reviewing our disclosure relating to corporate governance
- overseeing management of enterprise risks including their mitigation
- overseeing aspects of the environmental, social, and governance (ESG) framework relevant to the committee's areas of responsibility to assess, manage and disclose material sustainability/ESG risks and opportunities

The committee reviews our governance practices and code of conduct. It is also responsible for committee memberships, the board assessment process and the nomination of qualified trustee candidates.

It also reviews the board mandate and the position descriptions for the CEO and the chair of the board. The committee meets at least twice a year, and more often as warranted.

Responsible Care committee

100% independent | Met four times in 2024

Luc Doyon (chair)
Daniella Dimitrov
Katherine Rethy (until May 13, 2025)¹

The Responsible Care committee is primarily responsible for:

- overseeing Chemtrade's environmental, health, safety, security and transportation philosophy
- monitoring environmental, health, safety, security and transportation policies to ensure they are appropriate to mitigate risk and ensure statutory compliance
- monitoring our environmental, health, safety, security and transportation performance to ensure compliance with Chemtrade's policies and to promote the safety of Chemtrade employees and strive for continuous improvement
- reviewing aspects of the ESG framework relevant to the committee's areas of responsibility.

The committee is also responsible for reviewing our Responsible Care policies and management systems, compliance with required permits, licences, approvals or authorizations, our program for conducting internal and external audits and for reviewing the appropriateness of ESG metrics and related disclosure.

It also monitors any current, pending or threatened legal or regulatory actions related to environmental, health, safety or security issues and makes recommendations to help prevent recurrences of any significant issues.

The committee meets at least four times a year, and more often as warranted.

¹ Suzann Pennington is expected to join this committee following the annual meeting.

EXECUTIVE COMPENSATION

This section describes our executive compensation program – how the program is designed, how we link compensation to strategy, what we pay our executives, and how we manage compensation risk.

It also describes the 2024 compensation awarded to the Fund’s Chief Executive Officer, the Chief Financial Officer, and the next three most highly compensated executives. The human capital and compensation committee has reviewed and approved the content of this section.

2024 named executives

- Scott Rook, Chief Executive Officer (CEO)
- Rohit Bhardwaj, Chief Financial Officer (CFO)
- Tim Montgomery, Group Vice-President, Manufacturing and Engineering
- Susan Paré, General Counsel
- Alan Robinson, Group Vice-President, Commercial

Where to find it

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Message from the chair of the human capital and compensation committee

Dear Fellow Unitholders,

We thank you for your support in 2024 on our approach to executive compensation. Unitholders voted ~96% in favour of our 'Say on Pay' proposal. Our annual advisory 'Say on Pay' vote is only one of many opportunities to engage with unitholders regarding our compensation programs, and the human capital and compensation committee takes the results of this vote into account when determining the compensation of our named executive officers.

Business results in 2024

2024 was a strong year for Chemtrade with Adjusted EBITDA¹ at \$470.8 million. 2024 was also one of the safest years on record, with an occupational illness/injury rate (OIR) of 0.45 for the year. We had favourable market conditions for several of our products, particularly for water products in our sulphur and water chemicals (SWC) segment. We continued to see the benefits of our focus on operational and commercial excellence. These initiatives allowed us to capitalize on the favourable market conditions. Further details on our performance are contained in our management's discussion and analysis of results for 2024 filed on SEDAR+ and available on our website. This strong performance was reflected in both the annual incentive payout for 2024 at 148.1% of target in respect of financial metrics and in the long-term performance unit (PSU) award granted in 2022, which paid out at 200%, in alignment with strong return on invested capital (ROIC) achievement and above target relative total unitholder return (TUR) performance.

Snapshot of 2024 executive pay

The board and the human capital and compensation committee assessed corporate performance and individual performance of the named executives against pre-determined objectives for 2024 and determined the awards for the year.

Salary	Base salaries can be seen at page 29. Increases ranged from 4% to 15% for our named executives, based on market benchmark data and increasing scope of responsibilities for certain roles.
Annual incentive	The financial performance factor was 148.1% for the named executives. Distributable cash for annual incentive purposes ⁽¹⁾ , which accounts for most of the financial performance factor, was above target for 2024 resulting in a 150.0% payout for this component, and business free cash ⁽²⁾ overall was also above target resulting in a 141.8% payout for this component. Details of our financial targets for the 2024 annual incentive can be found on page 29. After factoring in strong individual performance in a very strong financial performance year, payout ranged from 119.9% to 135.6% of target for this component.
Long-term incentive	The 2024-2026 long-term incentive award was once again granted in the form of PSUs (60% of the mix) and RSUs (40% of the mix). Both vest over a three-year period. PSUs are completely at-risk, with potential payouts ranging from 0% to 200% based on achievement against ROIC targets set in relation to our cost of capital (50% weight), relative TUR performance against the S&P/TSX Composite Dividend Index (25% weight) and a custom chemical comparator group (25% weight), and with an ESG modifier (see page 32 for details).
Alignment between realizable pay outcomes and performance	As in past years, the human capital and compensation committee reviewed the alignment between realizable compensation and performance for the CEO from 2022 to 2024. This analysis is just one tool that the committee uses to ensure that Chemtrade's compensation programs continue to operate effectively, with alignment between key financial return performance indicators, and realizable pay delivered to the CEO. See page 24 for a summary of this analysis.
Additional executive compensation governance	Effective January 1, 2025, ownership multiples were increased for the CEO (from 3x to 5x of base salary) and other senior leadership team members (from 1x-2x to 2x-3x base salary), to reflect feedback from unitholders on the desire for management to own more equity in Chemtrade. We continue to have a market-leading requirement that executives invest 75% of their after-tax long-term incentive award in units of Chemtrade until their holding requirements are achieved.

⁽¹⁾⁽²⁾ See *Non-IFRS measures* on page 67 for details.

Updates for 2025

The human capital and compensation committee recommended to the board, which approved such recommendation, in early 2025 to transition the compensation approach for the CEO from compensation delivered in Canadian dollars to compensation delivered in U.S. dollars. Pay will continue to be benchmarked against our size-appropriate North American peer group.

Our CEO is a U.S. resident and this adjustment to compensation approach improves stability of pay for the CEO given the continued volatility of the Canadian dollar. This approach also aligns with how we pay our other U.S.-based executives and employees, reduces administration and related cost for the company, and is consistent with market practice for companies with significant U.S. operations. The change is effective April 1, 2025 and more details about this transition will be disclosed in the 2026 management information circular.

The human capital and compensation committee and board are keenly aware of our responsibility to ensure that our approach to executive compensation supports our strategy and aligns with the interests of our unitholders. We thank you for your continued confidence in Chemtrade, welcome your questions, and look forward to continued dialogue on our executive compensation programs.

Sincerely,



Emily Moore

Chair, Human Capital and Compensation Committee

Compensation discussion and analysis

COMPENSATION GOVERNANCE

The human capital and compensation committee is responsible for our compensation policies and programs and oversees all executive compensation matters at Chemtrade. It makes recommendations to the board for approval.

Based on the recommendations of the CEO and the Senior Vice-President, Human Resources, the committee determines the performance targets for the annual incentive plan and for the performance unit (PSU) portion of the long-term incentive plan. It reviews the CEO's annual performance goals and criteria, assesses the performance of our executives, including the CEO, and makes compensation recommendations to the board for its review and approval. The human capital and compensation committee also reviews and approves executive employment contracts and arrangements.

Starting May 15, 2024, when the committees were restructured as part of the governance renewal process, the human capital and compensation committee has three members. For more details, please see page 46. All members are qualified and experienced, and bring strong skills to the committee:

- all have specific experience overseeing and structuring executive compensation and have served as a senior executive of an operating business
- all have experience in dealing with compensation consultants and using their expertise to design and implement appropriate compensation programs.

The table below shows the key skills relating to compensation governance of each current member. The committee is 100% independent. See page 52 for the complete skills matrix of the board.

Skills and experience	Human resources/ Compensation	Governance (including environmental, health and safety)	Executive leadership	Industry experience	Risk management
Emily Moore (chair)	✓	✓	✓	✓	✓
<ul style="list-style-type: none"> • has chemical industry and manufacturing experience as well as executive leadership experience • leads teaching, research and programming at the University of Toronto to help develop the next generation of engineering leaders • is a member of the compensation committee of another public board • also a member of the governance and nominating committee 					
Gary Merasty	✓	✓	✓	✓	✓
<ul style="list-style-type: none"> • has senior executive experience in a variety of industries and sectors • has served on this committee since February 20, 2024 • also a member of the governance and nominating committees 					
Katherine Rethy ¹	✓	✓	✓	✓	✓
<ul style="list-style-type: none"> • lawyer with senior executive experience at public companies including oversight of the HR function • previous chair of Chemtrade's committee and has chaired or been a member of compensation committees for a number of other public companies • also a member of the Responsible Care committee 					
Suzann Pennington ²	✓	✓	✓		✓
<ul style="list-style-type: none"> • senior executive experience including design and oversight of compensation programs • currently serving as chair of human resources committee of a large pension board • also a member of the Responsible Care committee 					

¹ Katherine Rethy is retiring and will not be standing for election at the 2025 annual meeting.

² Suzann Pennington is expected to be appointed to the human capital and compensation committee following Ms. Rethy's retirement.

You can read more about the human capital and compensation committee on page 21, and each of the members beginning on page 11. A copy of the committee's charter is available on our website (www.chemtradelogistics.com).

Mitigating compensation risk

Chemtrade's business model includes structuring our businesses to promote stable cash flows and minimize the financial impact of the fluctuations that are common in industrial chemical businesses. The human capital and compensation committee monitors the major risks facing the business and carries out a compensation risk review annually to make sure our compensation program and practices do not encourage excessive risk-taking.

The human capital and compensation committee is mindful of ensuring that the goals and objectives for each named executive and the resulting compensation do not encourage excessive risk-taking or other inappropriate behaviour.

In 2024, the human capital and compensation committee was satisfied that the design of its compensation program did not encourage any inappropriate decision-making because it obtained an independent review of its compensation programs, plans and policies by its compensation consultant, Meridian Compensation Partners (Meridian). Chemtrade has retained Meridian as its compensation consultant providing the committee with advice, analysis and expertise on matters related to compensation and compensation governance since 2021. Meridian undertook a careful review and concluded that the human capital and compensation committee had a reasonable basis to conclude that it is *not* likely that Chemtrade's pay programs and policies would have a material adverse effect on Chemtrade, its business and its enterprise value. Meridian outlined certain key factors which they viewed should effectively mitigate compensation-related risk, some of which are:

- strong governance process with an independent compensation committee which engages an independent compensation consultant
- well-articulated total compensation strategy including well-balanced pay mix (fixed and variable pay elements) with layering of payout timing, annual award and overlapping vesting of equity incentives and various incentive vehicles
- incentive opportunities are capped; reasonable balance between elements that focus on short-term financial performance and those that reward for longer-term unit appreciation
- demanding, yet achievable, goal-setting standards; predetermined performance targets are approved by the human capital and compensation committee and both the stretch in and performance against targets are assessed by the committee regularly
- incentive plans have clear targets and performance intervals; all of the plans have linear performance curves with no major break-points, other than the performance thresholds which are set to be minimum acceptable standards, achievable without excessive or inappropriate risk-taking
- insider trading and anti-hedging policies
- compensation recoupment (clawback) policy that allows the board to recoup an executive's incentive compensation if there are errors in the financial results that were used to determine the awards, whether or not they result in a restatement of the Fund's financial statements, or there was wrongdoing by the executive that affects, or has the potential to affect, Chemtrade's financial results or reputation

The human capital and compensation committee also conducts a comprehensive review of our compensation program and practices annually. When setting performance targets for the incentive plans, the committee considers different performance scenarios to ensure the plans do not incentivize excessive risk-taking.

Independent advice

The human capital and compensation committee receives independent advice from an external compensation consultant. Meridian provides a letter to the human capital and compensation committee annually, affirming its independence.

The table to the right shows the fees paid to Meridian in the last two fiscal years. As independent advisors, Meridian does not provide any services to management.

Table 3	2024	2023
Executive compensation-related fees	\$154,829	\$148,167
All other fees		—
Total	\$154,829	\$148,167

Clawbacks

Our clawback policy reinforces our philosophy of aligning the interests of executives and unitholders. It allows the board to cancel, adjust or require an executive to repay annual and long-term incentives, including vested and unvested awards, if:

- there are errors in the financial results that were used to determine the awards, whether or not they result in a restatement of the Fund's financial statements, or
- there was wrongdoing by the executive that affects, or has the potential to affect, Chemtrade's financial results or reputation.

Anti-hedging

Trustees, directors, officers and employees, and any of their associates, are not allowed to purchase financial instruments, including prepaid variable forward contracts, instruments for the short sale or purchase or sale of call or put options, equity swaps, collars, or units of exchangeable funds, that are designed to, or that may reasonably be expected to, have the effect of hedging or offsetting a decrease in the market value of securities of the Fund.

Holdings post retirement

All executives who meet retirement eligibility retain their outstanding long-term incentive awards until the awards vest, upon retirement. The performance metric plan awards and PSUs continue to be 'at risk' for the full three-year performance period (see *Termination and change of control* on page 42). This helps to ensure executives remain exposed to the risks of their decision making even after retirement.

PHILOSOPHY AND APPROACH

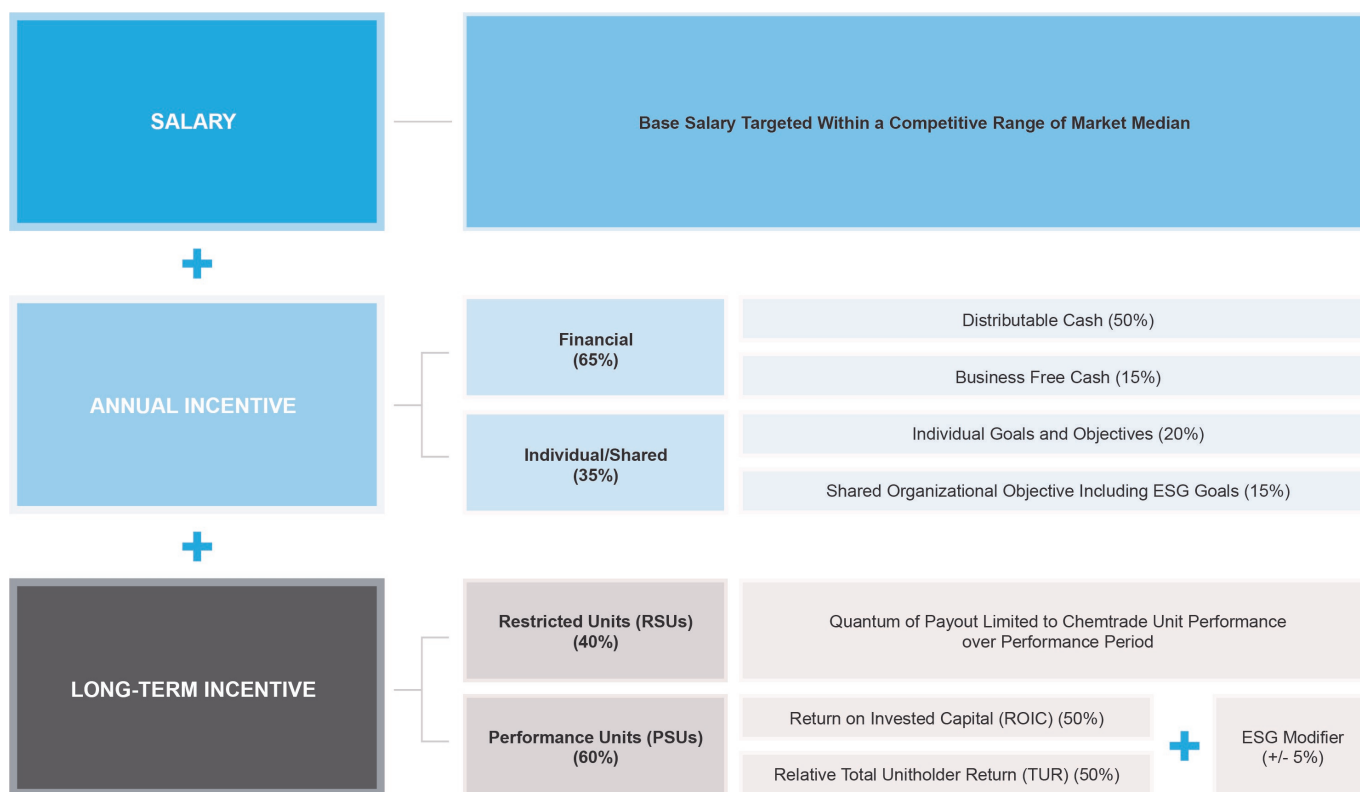
Executive compensation at Chemtrade is designed to pay for performance, be competitive with the market, and align the interests of executives and unitholders.

Our objective is to attract, motivate and retain a high quality management team that will:

- achieve or exceed Chemtrade's financial and non-financial objectives
- develop an organization that can capture growth opportunities in rapidly changing markets
- create value for unitholders over the longer term.

2024 Executive compensation program at a glance

The graphic below shows our overall executive compensation program at a high level.



Pay for performance

The majority of executive pay is variable (*at-risk*) and tied to the achievement of specific, pre-determined objectives. At-risk pay accounts for at least 60% of target total direct compensation for the named executives and is highest for the CEO at 81% (see page 28).

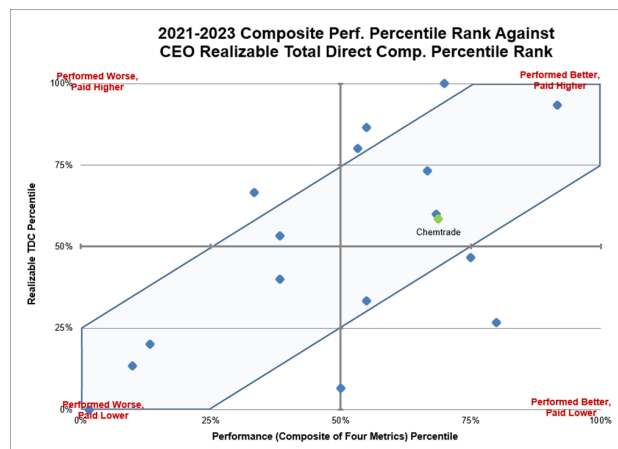
We link a significant portion of the annual incentive (65%) to the financial performance of the Fund. Individual and shared team performance accounts for 35%.

For the long-term incentive, we link the value of the award to key financial and market metrics critical to our business:

- equity-based incentive where each PSU equals the value of a unit of the Fund. Payout on PSUs is based on our performance against two metrics: relative TUR and ROIC. These metrics must meet certain performance thresholds to achieve a payout. The final payout is adjusted up or down by a maximum of 5 percentage points depending on the performance against five ESG targets (see page 32 for details); and
- the restricted unit plan links payouts to the Fund's unit price.

Both portions of the long-term incentive have a three-year cumulative performance and vesting period to focus the executive team on longer-term performance. The ultimate value of the long-term incentive is not guaranteed and completely at-risk.

The committee monitors alignment of pay-for-performance. Below are results from our 2024 review of CEO pay and Chemtrade's performance, relative to our comparator group.



The results of this analysis indicate Chemtrade continues to fall within the “zone of alignment” between realizable CEO pay and performance (as measured by relative TUR, ROIC, free cash flow growth, and Adjusted EBITDA growth) from 2021-2023.

The analysis uses realizable compensation paid to the CEO, Scott Rook, from 2021-2023.

The committee reviews this form of lookback analysis annually, as one of many inputs in assessing the effectiveness of Chemtrade's compensation programs and then alignment between compensation outcomes and unitholder returns.

Benchmarking

To make sure our executive compensation program is competitive with the market, we benchmark compensation against a primary compensation comparator group comprised of size-appropriate North American chemical companies and additionally use survey data to inform our pay decisions.

We target base salaries, total cash compensation, and total direct compensation within a competitive range of market median of the comparator group. Our programs allow for above-median realized pay conditional on strong performance.

	Primary Comparator Group	Additional Reference Group
CEO, CFO, Group Vice-President Engineering and Manufacturing, Group Vice-President Commercial	18 Canadian and U.S. companies Compensation information from company proxy circulars	N/A
General Counsel	Survey data – Canadian heavy industry companies with revenue of \$500 million to \$3 billion Compensation information from Willis Tower Watson's Canadian executive compensation database	18 Canadian and U.S. companies Compensation from company proxy circulars

The table below shows the 18 companies in our 2024 compensation comparator group noted above. Our peer group used for 2024 pay decisions was amended to include Innospec and Sensient Technologies and to remove GCP Applied Technologies and Intertape Polymer Group due to M&A activity.

Canadian companies	U.S. companies
AirBoss of America Corp.	AdvanSix Inc.
Methanex Corporation	Balchem Corporation
Neo Performance Materials Inc.	Ecovyst Inc.
Richards Packaging Income Fund	Hawkins, Inc.
Superior Plus Corp.	Innospec Inc..
	Koppers Holdings Inc.
	Kronos Worldwide, Inc.
	Livent Corporation.
	Minerals Technologies
	Orion Engineered Carbons S.A.
	Rayonier Advanced Materials Inc.
	Sensient Technologies Corporation
	Tredegear Corporation

The companies in the comparator group are primarily commodity and specialty chemical companies that serve similar end markets with one-third times to three times Chemtrade's revenue. Assets and market capitalization are used as a secondary lens.

The human capital and compensation committee includes U.S. companies in the comparator group as we attract executive talent from across North America and compete mostly against U.S. chemical companies for executive talent, customers, and unitholder capital.

The human capital and compensation committee reviews the comparator group regularly to make sure it stays relevant and reflects the nature, scope and scale of Chemtrade's business and our competition for talent.

The human capital and compensation committee also considers information from the CEO and the Senior Vice-President, Human Resources, to make sure compensation for each position adequately reflects the responsibilities and scope of the role relative to other positions within Chemtrade.

See page 28 to read about our compensation program and the 2024 target mix for each named executive.

Equity ownership

Equity ownership requirements for our executives are set as a multiple of base salary and vary by position as shown in the table below. Executives can count units of the Fund and RSUs toward meeting the requirements. PSUs do not count toward meeting the requirements.

As participants in the long-term incentive plan, executives must invest at least 75% of the after-tax payout of their long-term incentive award into units of the Fund until they meet their required ownership level. There is no mandated time period within which executives must reach their required ownership level, but they must continue to invest in accordance with the plan, until the required ownership level is met. Executives purchase the units in the open market within 30 days of receiving the cash payout of their award, subject to any securities laws or stock exchange rules.

As disclosed in last year's circular, increased unit holding requirements for management were approved by the board to be effective as of January 1, 2025. These increased requirements – 5x for the CEO and 2x to 3x for other named executives – align with best practice and investor perspectives on unit ownership.

We assess compliance annually, usually in the first quarter of every year and use the higher of cost and market value to evaluate their holdings. Holdings in the table below are valued as of March 17, 2025 using the higher of cost and the closing price of our units on the Exchange (\$9.72).

Ownership (as of March 17, 2025)							
Table 4	Ownership requirement (as a multiple of base salary)	Units (#/\$)	Restricted share units (#/\$)	Total holdings			
				Total units and RSUs	Value (\$)	As a multiple of base salary	Meets Requirement
Scott Rook, CEO	5x	129,464 / \$1,258,390	514,137 / \$4,997,416	643,601	\$6,255,806	5.44	Yes
Rohit Bhardwaj, CFO	3x	135,000 / \$1,312,200	148,311 / \$1,441,581	283,311	\$2,753,781	5.30	Yes
Tim Montgomery, Group Vice-President, Engineering and Manufacturing	3x	36,666 / \$356,394	103,755 / \$1,008,495	140,421	\$1,364,889	2.44	In progress
Susan Paré, General Counsel	2x	44,382 / \$431,393	58,817 / \$571,699	103,199	\$1,003,092	2.74	Yes
Alan Robinson, Group Vice-President, Commercial	3x	32,275 / \$313,713	95,664 / \$929,849	127,939	\$1,243,562	2.28	In progress

Notes:

- Equity ownership values for named executives are based on the higher of the original cost and market value. For all named executives the values are based on market value.
- Both vested and unvested RSUs count toward the holding requirement.
- RSU holdings include distribution equivalents attributable up to February 28, 2025.
- The multiple of holdings to base salary for Tim Montgomery and Alan Robinson have been converted from U.S. dollars to Canadian dollars using an exchange rate of \$1.43, being the exchange rate available as of the date of this management information circular.

Comprehensive decision-making process

The schematic below sets out our decision-making process in determining executive compensation.

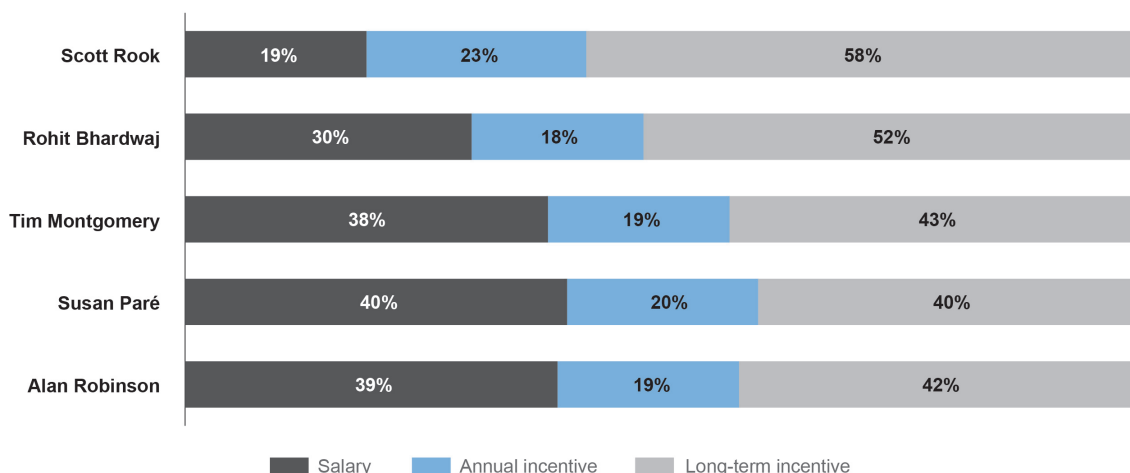


2024 COMPENSATION PROGRAM

Fixed compensation	Salary (see page 29)	Cash	Competitive salary based on role, level of experience, and competencies. Reviewed every year against market data from our comparator group and survey data.	one year
Variable compensation	Annual incentive (starting at page 29)	Cash	Annual cash bonus based on corporate (65%) and individual performance (35%).	one year
	Long-term incentive (see page 32) Allocated to two components designed to drive long-term value for unitholders			
		Restricted units (RSUs)	Equity-based incentive where each RSU equals the value of a unit of the Fund. Vests at the end of three years. Cash payout is based on the unit price following the end of the performance period. RSUs earn distribution equivalents (which are notionally reinvested) at the same rate as distributions paid on units during the three-year period.	three years
		Performance units (PSUs)	Equity-based incentive where each PSU equals the value of a unit of the Fund. Vests from 0%-200% at the end of three years based on our performance against two metrics: (i) relative total unitholder return (TUR), and (ii) return on invested capital (ROIC) must meet certain performance thresholds to achieve a payout. The performance factor is adjusted up or down (by a maximum of 5 percentage points) depending on the performance against five ESG targets.	three years
Benefits and perquisites	Retirement benefits (see page 41)	Defined contribution plan (DC plan)	In tandem with this plan, there is an executive benefit plan (EBP) which applies to all members of the pension plan for employees of Chemtrade in Canada. The EBP is designed for high earners who reach the Canada Revenue Agency maximum on their DC plan or defined benefit plan and is secured through a letter of credit. For members in the DC plan, it allows the company to contribute to a non-registered account and is available to the employee immediately.	one year
		401(k) plan	U.S. executives and employees.	
		Unit purchase plan	Encourages ownership of units of the Fund by matching employee contributions, up to 4.5% of base salary per year. Plan is available to all North American employees.	
	Perquisites	Car allowance	Two executives receive a pre-determined amount and the CEO and CFO also receive reimbursement of operating costs.	
		Travel insurance	For all executives.	

The graph below shows the compensation mix for target total direct compensation for each named executive in 2024. The majority of executive pay is variable (*at risk*). The amounts the executives actually receive from their annual and long-term incentive awards are not guaranteed (see the discussion beginning on page 29).

NEO TARGET PAY MIX



2024 PERFORMANCE AND COMPENSATION

Salary

We target base salary around the median of similar roles at companies in our comparator groups to stay competitive with the market. Actual salary is based on the executive's skills, competencies, and experience in the role. Salary represents a relatively small portion of an executive's total direct compensation (see page 28).

The table below shows the annual base salary for each named executive. The annual base salaries for Tim Montgomery and Alan Robinson have been converted from U.S. dollars to Canadian dollars using an exchange rate of \$1.37 for 2024 (\$1.35 - 2023), the average exchange rate for the year. Salaries are reviewed annually and adjustments are made to align with market and performance of the executive. Adjustments typically go into effect on March 1.

In determining the adjustment to Scott Rook's Canadian dollar salary in 2024, the committee factored in Mr. Rook's competitive positioning relative to the median of the comparator group and the weakening Canadian dollar, as he is a U.S. resident. As noted previously, the committee has decided to start denominating Mr. Rook's compensation in USD in 2025 (see *New for Next Year - 2025 Compensation* on page 44). Further details on this topic will be disclosed in our 2026 Management Information Circular.

Table 5	2024	2023	% change
Scott Rook	\$1,150,000	\$1,000,000	15 %
Rohit Bhardwaj	\$520,000	\$502,300	4 %
Tim Montgomery	\$567,678	\$540,264	5 %
Susan Paré	\$366,100	\$332,800	10 %
Alan Robinson	\$553,021	\$526,231	5 %

Annual incentive

Annual cash incentives are based on corporate (financial) and individual performance. Payouts for all named executives can range from 0% to 150% of the target incentive award.

Financial metrics for the annual incentive compensation plans are established through the annual business plan. The human capital and compensation committee can exercise its discretion to adjust the actual results used to calculate financial performance (up or down) where material non-recurring impacts to actual financial performance do not reflect management's operating performance in the year. No such adjustments were made in 2024. The table below summarizes our performance in 2024 relative to targets initially set and approved by the board, and the associated payout for each financial target. 2024 was a year of significant over-achievement for Chemtrade, resulting in payouts close to maximum (148.1% of target) on the financial component.

Financial Component Target (Percent contribution)	Threshold (\$000s) – For 50% Payout	Target (\$000s)	Maximum (\$000s) – For 150% Payout	Achieved (\$000s)	Achieved (% of Target)	% Payout
Distributable cash for annual incentive purposes (50%)	\$225,977	\$282,471	\$338,965	\$340,919	120.7%	150.0%
Business free cash (15%)	\$235,938	\$343,909	\$437,083	\$415,799	120.9%	141.8%
Total Financial Component Payout: 148.1%						

Individual performance is measured against the achievement of annual personal and shared objectives for each named executive set at the beginning of the year and approved by the human capital and compensation committee and the board in the areas of environmental, health and safety, operational and organizational excellence, communication, growth and organizational development (see page 31). The human capital and compensation committee weighs performance against the objectives and approves the annual incentive for individual performance for each named executive.

Table 6 shows the 2024 annual incentive for each named executive. The 2024 annual incentives for Tim Montgomery and Alan Robinson have been converted from U.S. dollars to Canadian dollars using an exchange rate of \$1.37, the average exchange rate for the year.

TABLE 6

2024 performance
(see below for details)

2024 base salary	x	Target annual incentive (as a % of base salary)	x	(Financial (65%)	+ Individual / Shared (35%)) =	2024 annual incentive (0% to 150% of target)	Award as a % of target
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Table 6

Scott Rook	\$1,150,000	120%		148.1% x 65%	135.3% x 35%		\$1,982,003	143.6%
Rohit Bhardwaj	\$520,000	60%		148.1% x 65%	135.6% x 35%		\$448,433	143.7%
Tim Montgomery	\$567,678	50%		148.1% x 65%	131.3% x 35%		\$403,686	142.2%
Susan Paré	\$366,100	50%		148.1% x 65%	133.7% x 35%		\$261,878	143.1%
Alan Robinson	\$553,021	50%		148.1% x 65%	119.9% x 35%		\$382,229	138.2%

2024 performance results for the annual incentive

The distributable cash for annual incentive purposes target was met and paid out at 150.0% overall. Business free cash targets for each business segment paid out at 141.8% overall. The committee did not use its discretion to adjust the financial performance factor for 2024.

Financial (65%)

Financial performance is assessed against targets for two key metrics that are important to unitholders. Targets are set at the beginning of the year.

Performance thresholds vary between 60% and 80% of target. Performance below threshold receives a payout of zero. The committee did not use its discretion to adjust the financial performance factor for 2024.

Individual / Shared (35%)

Individual and shared performance is measured using five criteria tied to our strategic priorities. Individual and shared goals related to the five criteria are set at the beginning of the year.

See page 31 for a discussion of each executive's individual performance in 2024.

Distributable cash for IC purposes (50%)

See *Non-IFRS measures* on page 67 for details.

150.0% x 50% = 75.0%

+

Business free cash (15%)

See *Non-IFRS measures* on page 67 for details.

141.8% x 15% = 21.3%

Combined results of our two 2024 business segments. 10% is attributable to SWC and 5% is attributable to EC.

Five performance criteria

- *ESG and Environmental, health and safety performance* – safety performance, including the overall occupational illness/injury rate (OIR), *potential* serious injury or fatality (PSIFs), environmental performance including spills, and advancement towards our ESG targets.
- *Operational and Organizational excellence* – successful execution of initiatives improving the long-term sustainability of distributable cash.
- *Communication* – Maintaining transparent communication with investors, strengthening relationships, and instilling confidence in our financial performance
- *Growth* – pursuing growth in financial results and implementing scalable processes and systems to support organic growth and future acquisitions.
- *Organizational development* – leadership and employee development including implementing and maintaining a high-performance culture through an empowered and accountable organizational structure, leadership training and development, improved internal communication and succession planning.

Notes:

- SWC: Sulphur & Water Chemicals
- EC: Electrochemicals

2024 individual performance

Scott Rook, CEO

Leads Chemtrade and is accountable to unitholders for delivering appropriate economic returns. He sets the strategic direction for Chemtrade to ensure our profitable growth and success and is responsible for overseeing our day-to-day business affairs.

2024 individual/shared performance factor: 135.3%

2024 individual/shared goals and results

Top quartile safety performance for a second year in a row. Significantly exceeded business plan results delivering the second highest earnings in our history. Considerable progress made on our balance sheet. Institutional shareholders increased in 2024. Chemtrade's unit price had a strong run outperforming most North American chemical companies and major U.S. and Canadian indices. Excellent organic growth, especially in the water business, with contribution margin growing by almost 200% over past 3 years. Strong reliability performance. Exceeded productivity targets. Improved engagement scores across the organization, exceeding benchmark for the first time.

Rohit Bhardwaj, CFO

Oversees the finance, information technology and legal departments. He is a Certified Management Accountant (U.K.), a fellow of the Chartered Association of Certified Accountants (U.K.) and a Certified Public Accountant (CGA). He also has a Master's degree in Business Administration.

2024 individual/shared performance factor: 135.6%

2024 individual/shared goals and results

Top quartile safety performance for a second year in a row. Significantly exceeded business plan results delivering the second highest earnings in our history. Considerable progress made on our balance sheet. Institutional shareholders increased in 2024. Extended credit facility maturity by four years on same terms. Obtained an inaugural credit rating. Executed our high yield bond offering, substantial issuer bid (SIB) and normal course issuer bid (NCIB). Made significant progress in cybersecurity – improved our security rating and conducted our second table top exercise.

Tim Montgomery, Group Vice-President, Manufacturing and Engineering

Responsible for manufacturing, engineering and Responsible Care organizations as well as business and operational excellence.

2024 individual/shared performance factor: 131.3%

2024 individual/shared goals and results

Top quartile safety performance for a second year in a row. Significantly exceeded business plan results delivering the second highest earnings in our history. Excellent progress in reducing process safety hazards. Strong reliability across all our businesses and in particular at most of our Electrochem and water sites. Strong capital project execution. Exceeded productivity targets. Upgraded leadership talent and improved engagement scores.

Susan Paré, General Counsel

Responsible for Chemtrade's legal and environmental risk functions and serves as corporate secretary to the board.

2024 individual/shared performance factor: 133.7%

2024 individual/shared goals and results

Top quartile safety performance for a second year in a row. Significantly exceeded business plan results delivering the second highest earnings in our history. Good progress on remediation activity at several sites. Supported several activities across the organization including the SIB, NCIB, high yield notes and plants facing unusual issues. Supported board of trustees governance renewal process. Developed strong succession plans and individual development plans.

Alan Robinson, Group Vice-President, Commercial

Responsible for the commercial, pricing, supply chain, procurement and Brazil organizations.

2024 individual/shared performance factor: 119.9%

2024 individual/shared goals and results

Top quartile safety performance for a second year in a row. Significantly exceeded business plan results delivering the second highest earnings in our history. Made substantial progress on multiple supply chain projects – increased on-time shipments by thirteen percentage points in two years, stabilized salt supply at our North Vancouver and Brandon plants. Increased customer satisfaction scores ahead of target. Progressed efforts for lease extension and rezoning approval at North Vancouver facility.

2024-2026 Long-term incentive grants

The long-term incentive was granted after the release of the Fund's year-end results for the prior year, consistent with the timing of previous annual awards. The award is allocated to RSUs (40% of long-term incentive mix) and PSUs (60% of long-term incentive mix), and pays out after the performance and vesting period. The 2024-2026 long-term incentive vests on December 31, 2026 and has a performance period of January 1, 2024 to December 31, 2026. To drive performance, the long-term incentive grant is more heavily weighted toward PSUs which track the underlying unit price, increasing alignment with unitholders.

Restricted units (RSUs) - 40% Each restricted unit is equivalent in value to one unit, and earns distribution equivalents as additional RSUs. To calculate the number of RSUs awarded, we divide the grant value of the award by the volume weighted average unit price for the five trading days leading up to the first day of the performance period. We calculate the final payout by multiplying the number of restricted units that vest (including restricted units awarded as distribution equivalents) by the volume weighted average unit price for the five trading day period ending on the last trading day of the performance period.		
Performance units (PSUs) - 60% Each performance unit is equivalent in value to one unit, and earns distribution equivalents as additional PSUs. To calculate the number of PSUs awarded, we divide the grant value of the award by the volume weighted average unit price for the five trading days leading up to the first day of the performance period. We calculate the payout by multiplying the number of performance units that vest (including performance units awarded as distribution equivalents) by the volume weighted average unit price for the five trading days leading to the end of the performance period and the performance factor associated with each component. The performance factor can be between 0% and 200%. The ESG modifier will impact the PSU performance factor in the range of -5% to +5%, based on performance of ESG metrics.		
Relative total unitholder return (TUR) (50%)	+	Return on invested capital (ROIC) (50%)
(+/-) 5% ESG modifier		

The table below shows the 2024-2026 grants (see above for information about how we calculated the number of RSUs and PSUs). The CEO and Senior Vice-President, Human Resources recommend the target amount of RSU and PSUs for each named executive to the human capital and compensation committee for approval, taking into account compensation benchmarking (see page 25). Previous grants are not taken into account when considering new grants, but rather we look at the total target compensation, of which the long-term incentive is an element, and we follow our compensation philosophy.

Payouts, if any, are in cash, and will be paid in early 2027. What the executive ultimately receives depends on, for PSUs, our performance during the applicable performance period (see page 33 for the 2024-2026 performance metrics) and, for PSUs and RSUs, our unit price when they will be valued for settlement purposes.

Table 7

	RSUs (40%)		PSUs (60%)	
	Grant value	Units granted 2024	Grant value	Units granted 2024 ¹
Scott Rook	\$1,400,000	165,680	\$2,100,000	248,520
Rohit Bhardwaj	\$352,000	41,660	\$528,000	62,480
Tim Montgomery	\$252,000	29,820	\$378,000	44,740
Susan Paré	\$148,000	17,510	\$222,000	26,280
Alan Robinson	\$244,000	28,880	\$366,000	43,320

¹ PSUs that ultimately vest can range from 0%-200% of the amount granted, depending on relative TUR and ROIC from January 1, 2024-December 31, 2026 and are further subject to a +/-5% ESG modifier.

About the 2024-2026 PSU

Table 8

<p>1 Relative total unitholder return (TUR) (50%)</p> <p>Relative TUR for the performance period compared to the total return of each of the companies that make up the S&P/TSX Dividend Composite Index (the Index Companies) weighted at 25% and a custom chemical comparator group¹ weighted at 25% for the same period.</p> <p>We rank TUR for the performance period against the total return of each Index Company.</p> <p><i>Performance period: January 1, 2024 to December 31, 2026</i></p>	<p>Relative TUR for the performance period must be at least the 25th percentile of the total return of the Index and chemical comparator group in the same period to receive a payout. Payout for performance between threshold and maximum is based on a linear interpolation. The payout will not exceed 100% of target if Chemtrade's actual TUR over the performance period is below zero. The table below shows the relative TUR performance criteria for the 2024-2026 PSUs.</p> <table border="1"> <thead> <tr> <th>Relative TUR</th><th>Payout multiplier</th></tr> </thead> <tbody> <tr> <td>Below threshold</td><td>0%</td></tr> <tr> <td>Threshold: P25</td><td>50%</td></tr> <tr> <td>Target: P50</td><td>100%</td></tr> <tr> <td>Maximum: P75 and above</td><td>200%</td></tr> </tbody> </table>	Relative TUR	Payout multiplier	Below threshold	0%	Threshold: P25	50%	Target: P50	100%	Maximum: P75 and above	200%
Relative TUR	Payout multiplier										
Below threshold	0%										
Threshold: P25	50%										
Target: P50	100%										
Maximum: P75 and above	200%										
<p>2 Return on invested capital (ROIC) (50%)</p> <p>ROIC is calculated as annual Adjusted EBITDA divided by average debt, less lease liabilities, plus the average book value of unitholder equity.</p> <p>The ROIC for the performance period is compared to the average annual ROIC of the previous 3 years.</p> <p><i>Performance period: January 1, 2024 to December 31, 2026</i></p> <p>Adjusted EBITDA is a non-IFRS measure (see <i>Non-IFRS measures</i> on page 67 for details).</p>	<p>The threshold is our cost of capital. This metric will pay out at target if absolute ROIC is 14.74%. The maximum payout, being 200% of target, is achieved when the ROIC equals or exceeds 16.21%. Payout for performance between threshold and maximum is based on a linear interpolation. The table below shows the ROIC performance criteria for the 2024-2026 PSUs.</p> <table border="1"> <thead> <tr> <th>ROIC achievement</th><th>Payout multiplier</th></tr> </thead> <tbody> <tr> <td>Below threshold of 11%</td><td>0%</td></tr> <tr> <td>Target: 14.74%</td><td>100%</td></tr> <tr> <td>Maximum: 16.21% or higher</td><td>200%</td></tr> </tbody> </table>	ROIC achievement	Payout multiplier	Below threshold of 11%	0%	Target: 14.74%	100%	Maximum: 16.21% or higher	200%		
ROIC achievement	Payout multiplier										
Below threshold of 11%	0%										
Target: 14.74%	100%										
Maximum: 16.21% or higher	200%										
<p>3 ESG Modifier (3-year cumulative targets) (+/-5% modifier)</p>	<p>ESG targets were set for the 2024-2026 period and measure progress against our ESG strategy.</p>										

¹ Custom chemical comparator group: AdvanSix Inc., Cabot Corporation, The Chemours Company, Dow Inc., Eastman Chemical Company, Huntsman Corporation, Kemira, Koppers Holdings Inc., Arcadian Lithium, LSB Industries Inc., Methanex Corporation, Minerals Technologies Inc., Olin Corporation, Orion Engineered Carbons S.A., Trinseo PLC, Tronox Holdings PLC, Westlake Corporation.

Payout of the 2022-2024 long-term incentive

The 2022-2024 long-term incentive was for the performance period from January 1, 2022 to December 31, 2024. The 2022-2024 long-term incentive plan consisted of RSU's and PSU's, with payout of the PSU's based on relative TUR and ROIC improvement, each weighted at 50%. The PSU's paid out at 204.5% over this period due to above target relative TUR performance, a very strong ROIC improvement over the three-year period and meeting a majority of the ESG targets (see next page).

Awards vested on December 31, 2024 and amounts will be paid out in March 2025 as shown below.

	2022-2024 RSUs		2022-2024 PSUs		Total long-term incentive		
	Grant value	Actual payout	Grant value	Actual payout	Total grant	Realized value	Payout as a % of grant
Table 9							
Scott Rook	\$1,100,000	\$1,992,619	\$1,650,000	\$6,115,112	\$2,750,000	\$8,107,732	295%
Rohit Bhardwaj	\$352,000	\$638,177	\$528,000	\$1,957,607	\$880,000	\$2,595,784	295%
Tim Montgomery	\$244,000	\$441,607	\$366,000	\$1,357,384	\$610,000	\$1,798,992	295%
Susan Paré	\$136,000	\$246,385	\$204,000	\$757,162	\$340,000	\$1,003,546	295%
Alan Robinson	\$220,000	\$398,524	\$330,000	\$1,222,472	\$550,000	\$1,620,996	295%

About the 2022-2024 RSU awards

The table below shows the final payout of the RSUs awarded in 2022. RSU awards will be paid out at \$10.87 per unit, the volume weighted average unit price on the Exchange for the last five trading days of 2024.

	(	Number of RSUs granted	+	Number of RSUs received as distribution equivalents	)	x	Volume weighted average trading price	=	2022-2024 RSU payout	Payout as a % of the grant value
Table 10										
Scott Rook		148,000		35,314			\$10.87		\$1,992,619	181%
Rohit Bhardwaj		47,400		11,310			\$10.87		\$638,177	181%
Tim Montgomery		32,800		7,826			\$10.87		\$441,607	181%
Susan Paré		18,300		4,366			\$10.87		\$246,385	181%
Alan Robinson		29,600		7,063			\$10.87		\$398,524	181%

About the 2022-2024 PSU awards

The tables below show the final payout of the PSUs awarded in 2022 under the relative TUR and ROIC performance components. Similar to the RSU awards, the PSU awards will be paid out at \$10.87 per unit.

	(	Number of PSUs granted (50% of PSUs with relative TUR component)	+	Number of PSUs received as distribution equivalents	)	x	Volume weighted average trading price	x	Relative TUR Payout Multiplier + ESG Multiplier	=	2022-2024 PSU payout (50% of PSU payout with relative TUR performance)	Payout as a % of the grant value
Table 11(a)												
Scott Rook		111,050		26,497			\$10.87		204.5 %		\$3,057,556	371%
Rohit Bhardwaj		35,550		8,482			\$10.87		204.5 %		\$978,803	371%
Tim Montgomery		24,650		5,882			\$10.87		204.5 %		\$678,692	371%
Susan Paré		13,750		3,281			\$10.87		204.5 %		\$378,581	371%
Alan Robinson		22,200		5,297			\$10.87		204.5 %		\$611,236	371%

	(	Number of PSUs granted (50% of PSUs with ROIC component)	+	Number of PSUs received as distribution equivalents	)	x	Volume weighted average trading price	x	ROIC Payout Multiplier + ESG Multiplier	=	2022-2024 PSU payout (50% of PSU payout with ROIC performance)	Payout as a % of the grant value
Table 11(b)												
Scott Rook		111,050		26,497			\$10.87		204.5 %		\$3,057,556	371%
Rohit Bhardwaj		35,550		8,482			\$10.87		204.5 %		\$978,803	371%
Tim Montgomery		24,650		5,882			\$10.87		204.5 %		\$678,692	371%
Susan Paré		13,750		3,281			\$10.87		204.5 %		\$378,581	371%
Alan Robinson		22,200		5,297			\$10.87		204.5 %		\$611,236	371%

2022-2024 performance results for the 2022-2024 PSU awards

Performance period: January 1, 2022 to December 31, 2024

1. Relative total unitholder return (50%)

Table 12

TUR for the performance period compared to the total return of the S&P/TSX Composite Index for the same period

	Payout multiplier	Result
Threshold: Relative TUR = equal to 25th percentile of the total return of the Index Companies (P25)	50%	Final relative TUR was P83 resulting in a payout of 200%
Target: Relative TUR = P50	100%	
Maximum: Relative TUR = P75 and above	200%	

2. Return on invested capital (50%)

Table 13

The ROIC for the performance period is compared to the average annual ROIC of the previous 3 years

	Payout multiplier	Result
Threshold: 0% improvement	0%	ROIC improvement was 119.7% resulting in a payout of 200%
Target: 5% improvement	100%	
Maximum: 10% improvement or higher	200%	

3. ESG Multiplier (3-year cumulative targets) (+/-5% modifier)

ESG targets were set for the 2022-2024 period and measured progress against our ESG strategy. A performance adjustment of 4.5% was achieved.

GENERATING VALUE FOR UNITHOLDERS

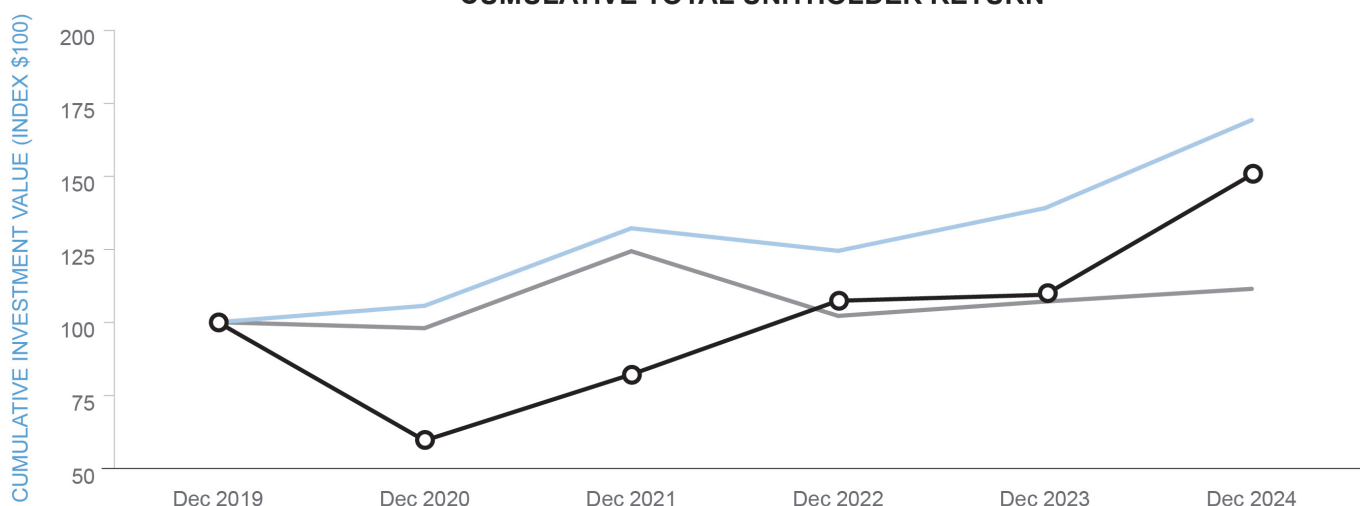
Performance Graph

The graph below compares the Fund's cumulative total return over the past five years compared to the return of the S&P/TSX Income Trust – Total Return Index and the S&P/TSX Composite – Total Return Index. It assumes \$100 was invested on January 1, 2020 and that distributions or dividends were reinvested.

From January 2020 to the end of December 2024 total unitholder return resulted in an increase of approximately 50.4% over the entire period. The trend in compensation reported under this form is aligned with the trend in performance over the same period:

- **Annual incentive payouts:** payouts have aligned with distributable cash for annual incentive purposes and business free cash flow results and have been lower in low performance years and higher in high performance years
- **RSUs:** RSUs directly tracked unit price over the time period, participating in the same distributions provided to unitholders
- **PSUs:** The 2022-2024 PSUs paid out at max (204.5%, including ESG multiplier), aligned with Chemtrade's performance over that time period shown in the performance graph below
- **PMP:** the 2020-2022 PMP paid out at max (200%) and the 2021-2023 PMP paid out at near max (191%), aligned with Chemtrade's performance over those two time periods shown in the performance graph below

CUMULATIVE TOTAL UNITHOLDER RETURN



	Dec. 31 2019	Dec. 31 2020	Dec. 31 2021	Dec. 31 2022	Dec. 31 2023	Dec. 31 2024
Chemtrade Logistics Income Fund	\$100	\$59.55	\$82.14	\$107.32	\$109.37	\$150.41
S&P/TSX Composite Index	\$100	\$105.60	\$132.10	\$124.38	\$138.99	\$169.09
S&P/TSX Income Trust Index	\$100	\$97.96	\$124.26	\$102.14	\$107.05	\$111.39

Note: Total returns for the Fund and each index are calculated using S&P Capital IQ as of the effective dates of the TSR performance graph.

Cost of management

The table below shows our Adjusted EBITDA for the past five years compared to the total compensation paid and normalized total compensation granted to the named executive officers for each year.

Total compensation in 2021 includes six, rather than five, named executives, as Mr. Mark Davis' compensation is included for the portion of 2021 in which he remained CEO prior to the transition to Mr. Rook.

Total compensation reported in Tables 16 and 18 for 2022 and 2023 include 2020 and 2021 PMP long-term incentives that vested on December 31, 2022 and December 31, 2023, respectively, in addition to PSUs granted in March 2022 and March 2023, overstating the performance portion of long-term incentives for both of these years (as we were obligated to report both the value of the PMP when it paid out and the grant date value of the PSUs when they were granted), artificially and materially increasing long-term incentive value reported for 2022 and 2023. For a more realistic picture of compensation granted, in Table 16 we have normalized the total compensation by including the granted values of the long-term incentive in the year they were granted.

Table 16	2020	2021	2022	2023	2024
Chemtrade Adjusted EBITDA (000s) ¹	\$265,268	\$280,380	\$430,868	\$502,637	\$470,792
Total compensation paid to the named executives (000s) ²	\$9,361	\$12,462	\$19,651	\$17,167	\$12,901
Total compensation as a % of Adjusted EBITDA	3.5%	4.4%	4.6%	3.4%	2.7%
Total compensation granted to the named executives (000s) ³	\$15,635	\$10,790	\$10,549	\$11,906	\$12,901
Normalized total granted compensation as a % of Adjusted EBITDA	5.9%	3.8%	2.4%	2.4%	2.7%

1 Adjusted EBITDA does not include lease expenses. Adjusted EBITDA is a non-IFRS measure (see page 67).

Named executives:

2020: Mark Davis, Rohit Bhardwaj, Scott Rook, Leon Aarts, Emily Powers

2021: Mark Davis, Scott Rook, Rohit Bhardwaj, Leon Aarts, Tim Montgomery, Emily Powers

2022: Scott Rook, Rohit Bhardwaj, Tim Montgomery, Susan Paré, Emily Powers

2023: Scott Rook, Rohit Bhardwaj, Tim Montgomery, Emily Powers, Alan Robinson

2024: Scott Rook, Rohit Bhardwaj, Tim Montgomery, Susan Paré, Alan Robinson

2 Total compensation paid to the named executives is as set out in Table 18 (Summary Compensation Table).

3 Total compensation paid to the named executives as set out in Table 18 (Summary Compensation Table), but normalized for years 2020 through 2023 to include the PMP grant at target and the value of PSUs granted in each year. For 2021, this figure excludes Mr. Davis' severance type payments.

CEO lookback

Variable (*at-risk*) compensation accounts for a large portion of our CEO's compensation, and is not guaranteed. The realized and estimated realizable compensation of our CEO in 2024, 2023, 2022 and 2021 (the first four years of Mr. Rook's tenure as CEO) was above target due to a stronger unit price appreciation resulting in a larger realizable compensation related to the long-term incentive. For reference, we include the value of \$100 invested in units of Chemtrade over the same periods used to measure realized and realizable compensation. This further demonstrates the alignment of pay and performance in our compensation program.

Realized or Estimated Realizable compensation						Realized or Estimated Realizable as a % of target	Value of \$100 invested
Table 17	Target compensation	Salary	Annual incentive	Long-term incentive (realized or estimated realizable)	Total realized or estimated realizable compensation		
2024	\$6,005,000	\$1,125,000	\$1,982,003	\$4,822,133	\$7,929,136	132%	\$ 137.53
2023	\$5,187,500	\$987,500	\$1,757,580	\$4,127,007	\$6,872,087	132%	\$ 140.15
2022	\$4,587,500	\$912,500	\$1,327,930	\$8,107,732	\$10,348,162	226%	\$ 183.12
2021	\$4,022,375	\$834,375	\$1,171,000	\$4,068,183	\$6,073,558	151%	\$ 183.65

Salary

Target and realized compensation = base salary for each year

Annual incentive

Target compensation = target annual incentive award for each year

Realized compensation = actual annual incentive award for each year

Long-term incentive

Target compensation = target value of the long-term incentive awards that were granted in each year (grant value of the RSUs and PSUs)

Realized and estimated realizable compensation = actual payout value of the RSUs and PSUs if vested. If not vested, equal to the value of the RSUs and PSUs granted in the applicable year, including distributions, as of December 31, 2024

Value of \$100 invested

Represents the value of \$100 invested in Chemtrade (total unitholder return, including distributions) for the following periods:

- 2024 row: January 1, 2024 – December 31, 2024
- 2023 row: January 1, 2023 – December 31, 2024
- 2022 row: January 1, 2022 – December 31, 2024
- 2021 row: January 1, 2021 – December 31, 2023

2022 Long-Term Incentive Plan Design Change

In 2022, based on feedback from unitholders in response to the 2021 ‘Say on Pay’ vote, the board approved a new share unit plan to allow for the grant of PSUs to the senior leadership team (moving away from a cash-based long-term incentive plan). This change has enhanced pay and performance outcomes, as PSUs directly track the unit price in addition to their performance conditions.

In the table below, we outline long-term incentive awards over the last five years to our CEO, Scott Rook, including years when he was not CEO.

Annual long-term incentive grant history for Mr. Rook (2020-2024)

Year	RSUs Granted (\$)	PMP Cash Granted (\$)	PSUs Granted (\$)	Total Long-term incentive
2024	\$1,400,000	--	\$2,100,000	\$3,500,000
2023	\$1,200,000	--	\$1,800,000	\$3,000,000
2022	\$1,100,000	<i>PMP discontinued</i>	\$1,650,000	\$2,750,000
2021	\$818,000	\$1,520,000	--	\$2,338,000
2020	\$900,000	\$1,750,000	--	\$2,650,000

Disclosure Implications for the Summary Compensation Table

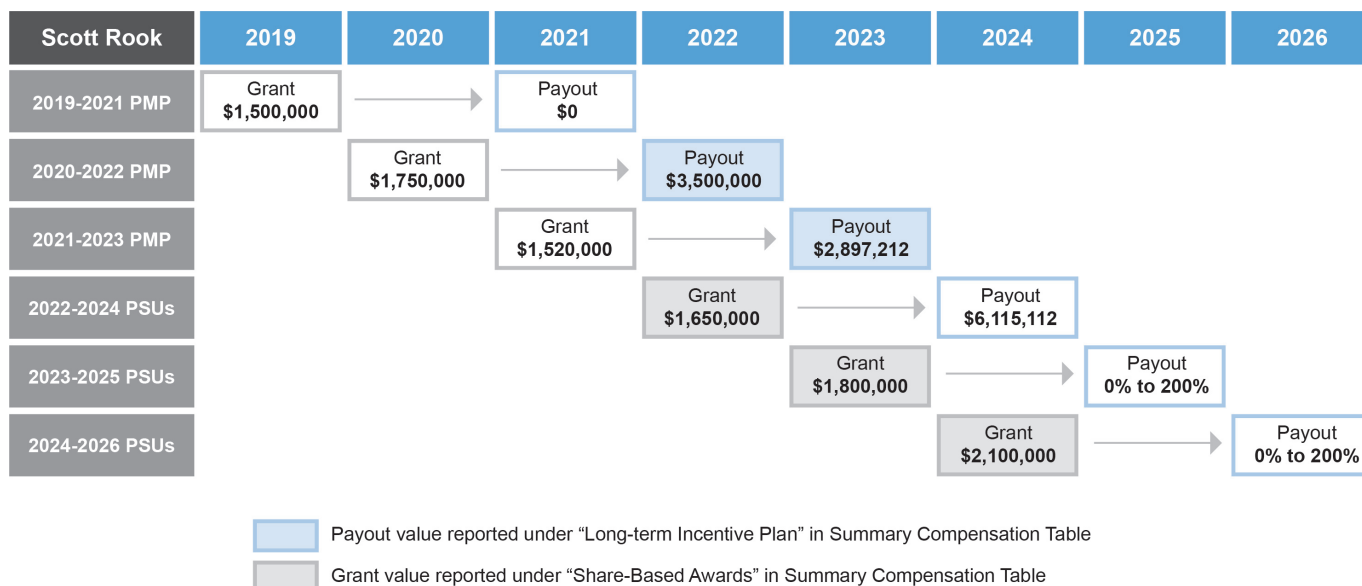
As a result of this program design change in 2022, the Summary Compensation Table values reported for Mr. Rook and other named executives appear artificially higher in 2022 and 2023 (see Table 18). This is because disclosure obligations for TSX-listed companies require disclosure of:

- the grant date fair value of share-based awards (e.g., RSUs and PSUs)
- The payout value of long-term cash incentive plans (e.g., PMP).

For 2022, both the grant date fair value of 2022-2024 PSUs (\$1,650,000) and the payout value of the 2020-2022 PMP granted in 2020 (max \$3,500,000, paying out at max due to very strong ROIC improvement and relative TUR performance) are reported in the same 2022 compensation row.

For 2023, both the grant date fair value of 2023-2025 PSUs (\$1,800,000) and the payout value of the 2021-2023 PMP (\$2,897,212, paying out close to max due to the very strong ROIC improvement and relative TUR performance) are reported in the same 2023 compensation row.

This disclosure obligation gives the appearance of materially higher 2022 and 2023 grants and affects the value of the other non-CEO named executives in the same way. We provide an illustration of the timing of Mr. Rook’s PMP and PSU grants below, for greater clarity. This is no longer a disclosure issue for 2024 and moving forward.



Note: The payout of the 2022-2024 PSUs factors in unit price appreciation and distribution reinvestment over the same period, along with the final payout factor of 204.5%. See Table 9 for more details.

2024 Compensation details

SUMMARY COMPENSATION TABLE

The table below shows the total compensation awarded to each named executive officer for each of the last three fiscal years ending December 31.

Table 18	Year	Salary	Share-based awards	Non-equity incentive plan compensation		Pension value	All other compensation	Total compensation
				Annual incentive plans	Long-term incentive plan			
Scott Rook Chief Executive Officer	2024	\$1,125,000	\$3,500,000	\$1,982,003	-	\$68,439	\$51,750	\$6,727,192
	2023	\$987,500	\$3,000,000	\$1,757,580	\$2,897,212	\$56,879	\$45,000	\$8,744,171
	2022	\$912,500	\$2,750,000	\$1,327,930	\$3,500,000	\$54,703	\$41,625	\$8,586,758
Rohit Bhardwaj Chief Financial Officer	2024	\$517,050	\$880,000	\$448,433	-	\$32,029	\$23,400	\$1,900,912
	2023	\$499,084	\$880,000	\$441,733	\$1,143,636	\$28,769	\$22,604	\$3,015,826
	2022	\$480,667	\$880,000	\$413,095	\$2,600,000	\$28,831	\$21,735	\$4,424,328
Tim Montgomery Group Vice-President, Manufacturing and Engineering	2024	\$564,482	\$630,000	\$403,686	-	-	\$53,723	\$1,651,891
	2023	\$536,801	\$610,000	\$393,853	\$762,424	-	\$50,841	\$2,353,920
	2022	\$501,212	\$610,000	\$359,770	\$720,000	-	\$45,976	\$2,236,959
Susan Paré General Counsel	2024	\$360,550	\$370,000	\$261,878	-	\$22,358	\$16,192	\$1,030,978
	2023	\$330,667	\$340,000	\$243,427	\$400,273	\$19,061	\$14,872	\$1,348,300
	2022	\$318,500	\$340,000	\$207,936	\$1,220,000	\$19,104	\$14,328	\$2,119,868
Alan Robinson Group Vice-President, Commercial	2024	\$549,893	\$610,000	\$382,229	-	-	\$48,135	\$1,590,258
	2023	\$522,858	\$550,000	\$382,977	-	-	\$46,571	\$1,502,406
	2022	\$294,168	\$995,000	\$347,351	-	-	-	\$1,636,519

Mr. Robinson joined Chemtrade in May of 2022. His 2022 compensation is prorated accordingly. He is based in the U.S. and paid in U.S. dollars. His salary, annual incentive and other compensation have been converted from U.S. dollars to Canadian dollars using the following average exchange rates for the year: \$1.37 (2024) \$1.35 (2023) and \$1.30 (2022).

Mr. Montgomery is based in the U.S. and paid in U.S. dollars. His salary, annual incentive and other compensation have been converted from U.S. dollars to Canadian dollars using the following average exchange rates for the year: \$1.37 (2024) \$1.35 (2023) and \$1.30 (2022).

Salary

Amounts are the actual salaries paid during the calendar year. Salary adjustments typically go into effect on March 1.

Share-based awards

We calculated the number of RSUs (2022-2024) and PSUs (2022-2024) granted by dividing the dollar amount of the award by the volume weighted average price of units for the five trading days leading up to the date of the award: \$8.45 (2024) \$9.08 (2023) \$7.43 (2022).

Long-term incentive

- 2023 amounts are for the 2021-2023 PMP award that vested on December 31, 2023 and paid out at 191% of target.
- 2022 amounts are for the 2020-2022 PMP award that vested on December 31, 2022 and paid out at 200% of target.

Pension value

Includes Chemtrade's contribution to the DC plan in 2022, 2023 and 2024.

All other compensation

Includes the following:

- Chemtrade's contribution to the unit purchase plan.
- Mr. Montgomery and Mr. Robinson: company contributions to the 401(k) plan.
- Amounts do not include the value of perquisites and benefits received by each named executive because they total less than \$50,000 or 10% of their salary.

INCENTIVE PLAN AWARDS

The table below shows the outstanding share-based awards (RSUs and PSUs) for each named executive as at December 31, 2024. Market values are calculated using \$10.94, the price of units on the Exchange on December 31, 2024 and include distributions. The 2022-2024 RSU and PSU awards vested on December 31, 2024 and amounts were calculated based on the volume weighted average unit price on the Exchange for the last five trading days of 2024.

You can read more about the long-term incentive beginning on page 32.

Outstanding share-based awards

Table 19	Year award was granted	Share-based awards		
		Number of share-based awards that have not vested	Market or payout value of share-based awards that have not vested	Market or payout value of vested share-based awards not paid out or distributed
Scott Rook	2024	440,780	\$4,822,133	—
	2023	377,240	\$4,127,007	—
	2022	—	—	\$8,107,732
	Total	818,020	\$8,949,140	\$8,107,732
Rohit Bhardwaj	2024	110,823	\$1,212,402	—
	2023	110,637	\$1,210,372	—
	2022	—	—	\$2,595,784
	Total	221,460	\$2,422,774	\$2,595,784
Tim Montgomery	2024	79,345	\$868,031	—
	2023	76,727	\$839,391	—
	2022	—	—	\$1,798,992
	Total	156,071	\$1,707,422	\$1,798,992
Susan Paré	2024	46,600	\$509,805	—
	2023	42,816	\$468,410	—
	2022	—	—	\$1,003,546
	Total	89,416	\$978,215	\$1,003,546
Alan Robinson	2024	76,833	\$840,555	—
	2023	69,077	\$755,702	—
	2022	—	—	\$1,620,996
	Total	145,910	\$1,596,257	\$1,620,996

Incentive plan awards – value vested or earned in 2024

The table below shows the value of share-based awards (RSUs and PSUs) that vested in 2024 and cash incentive awards that were earned in 2024 (annual incentive award).

Table 20	Option-based awards – Value vested during the year	Share-based awards – Value vested during the year	Non-equity incentive plan compensation – Value earned during the year
Scott Rook	—	\$5,014,983	\$1,982,003
Rohit Bhardwaj	—	\$1,605,716	\$448,433
Tim Montgomery	—	\$1,112,483	\$403,686
Susan Paré	—	\$620,606	\$261,878
Alan Robinson	—	\$1,002,726	\$382,229

Option-based awards

We do not grant stock option awards.

Share-based awards

Represents the number of RSUs and PSUs that vested in 2024 under the 2022-2024 long-term incentive plan, multiplied by \$10.94 per unit, the closing unit price on the Exchange on December 31, 2024.

Non-equity incentive plan compensation

Includes the 2024 annual incentive. The annual incentive amounts for Mr. Montgomery and Mr. Robinson have been converted from U.S. dollars to Canadian dollars using \$1.37 the average exchange rate for the year.

About burn rate

The burn rate of a securities-based compensation arrangement measures the pace at which awards are granted under the arrangement. The TSX Company Manual (manual) requires disclosure of the annual burn rate for an issuer's three most recently completed fiscal years for the relevant arrangement. The manual requires that the annual burn rate of the arrangement be calculated as follows and expressed as a percentage: *Number of securities granted under the arrangement during the applicable fiscal year divided by the weighted average number of securities outstanding for the applicable fiscal year.*

We do not have a stock option plan. The TSX requirement for disclosing burn rate does not apply to RSUs or PSUs granted to the named executives because the RSU plan does not involve the issuance, or potential issuance, of units from treasury and therefore is not dilutive in nature. See page 65 for a description of our burn rate for deferred units issued to trustees.

RETIREMENT BENEFITS

Retirement benefits for our named executives include:

- defined contribution pension plan (DC plan) for Canadian executives
- 401(k) plan for U.S. executives.

These plans are identical to the plans offered to all employees in the same jurisdiction other than certain unionized employees.

Defined contribution pension plan

In 2019, we introduced a DC plan for all eligible Chemtrade employees in Canada, replacing our group registered retirement savings plan. The DC plan was open to three of the named executives during 2024 (Scott Rook, Rohit Bhardwaj, and Susan Paré).

The DC plan is self-directed. Participants choose from a range of investment options offered by Sun Life Financial, who administers the plan. The interest and earnings on the investments held in the DC plan account vary, and depend on the terms and performance of the investments chosen.

We provide a basic contribution of 4% of base salary for plan participants. They can make additional voluntary contributions up to 2% of their base salary, and we match each dollar contributed up to 2% for a total of 6% of base salary. Our contributions to the DC plan vest immediately.

Defined contribution plan table

The table below shows the accumulated value at the start and end of the year, and the compensatory amount earned by three of the named executives participating in the plan in 2024. *Compensatory (executive plan)* is the amount contributed to a non-registered account after the executive reaches the contribution limit allowed under the *Income Tax Act* (Canada).

Table 21	Accumulated value at start of the year	Compensatory	Compensatory (executive plan)	Accumulated value at year-end
Scott Rook	\$125,452	\$23,670	\$44,769	\$386,009
Rohit Bhardwaj	\$163,320	\$23,670	\$8,359	\$267,712
Susan Paré	\$134,822	\$22,358	—	\$187,879

401(k) plan

We offer a 401(k) plan to employees in the U.S. The plan is open to two of the named executives (Tim Montgomery and Alan Robinson) and other employees.

The plan is a qualified retirement 401(k) plan, and is self-directed. Participants choose from a range of investment options offered by Securian, who administers the plan. The interest and earnings on the investments held in the 401(k) plan account vary, and depend on the terms and performance of the investments chosen.

Employees make voluntary contributions on each pay, and we match the first 6% of eligible earnings subject to legislated government maximums. Our contributions to the 401(k) plan vest immediately.

TERMINATION AND CHANGE OF CONTROL

We have employment agreements with each of the named executives that set out the terms of their employment and provide for certain benefits if their employment is terminated other than for cause. Certain of our employment agreements include non-competition, non-solicitation and confidentiality provisions to protect our interests. Upon retirement, participants must sign a non-competition agreement to receive vested long-term incentive awards.

The table below sets out the key benefits for the named executives.

	Voluntary resignation/ Termination with cause	Retirement	Death or incapacity	Termination without cause	Change of control with termination without cause within 12 months or resignation for good reason
Cash severance	• None	• None	• None	<p>Scott Rook:</p> <ul style="list-style-type: none"> 18 months annual compensation (base salary plus the average of his last two actual annual incentive payouts) <p>Rohit Bhardwaj and Susan Paré:</p> <ul style="list-style-type: none"> 18 months annual compensation (base salary plus target annual incentive as noted below). Target annual incentive is 60% and 50%, respectively, of base salary <p>Tim Montgomery and Alan Robinson:</p> <ul style="list-style-type: none"> 12 months annual compensation (base salary plus annual incentive based on the company's most recently completed financial year). Target annual incentive is 50% of base salary 	<p>Scott Rook:</p> <ul style="list-style-type: none"> 18 months annual compensation (base salary plus the average of his last two actual annual incentive payouts) <p>Rohit Bhardwaj and Susan Paré:</p> <ul style="list-style-type: none"> 18 months annual compensation (base salary plus target annual incentive as noted below). Target annual incentive is 60% and 50%, respectively, of base salary <p>Tim Montgomery and Alan Robinson:</p> <ul style="list-style-type: none"> 12 months annual compensation (base salary plus annual incentive based on the company's most recently completed financial year). Target annual incentive is 50% of base salary
Long-term incentive	• Outstanding awards are cancelled	• Outstanding awards vest in full at the end of the performance period and are paid out, subject to execution of restrictive covenants	• Outstanding awards vest in full on termination and are paid out, in the case of death. In case of disability, unvested awards will continue to vest in accordance with their terms unless explicitly requested by participant to vest immediately	• Pro-rata outstanding awards vest and are paid out immediately	• All awards under the long-term incentive plan provide double trigger change of control equity vesting
Retirement benefits	• Entitled to accrued retirement benefits	• Entitled to accrued retirement benefits	• Entitled to accrued retirement benefits	• Entitled to accrued retirement benefits	• Entitled to accrued retirement benefits
Perquisites and other benefits	• Cease immediately	• Cease immediately	• Cease immediately	• Cease immediately	• Cease immediately

The table below shows the estimated incremental amounts that would be paid to each named executive if their employment had been terminated on December 31, 2024.

		Voluntary resignation/ Termination with cause	Retirement	Incapacity	Death	Termination without cause	Change of control
Table 23							
Scott Rook	Cash severance	—	—	—	—	\$4,529,687	\$4,529,687
	Long-term incentive	—	—	—	\$8,948,812	\$7,457,344	\$7,457,344
	Retirement benefits	—	—	—	—	—	—
	Other benefits	—	—	—	—	—	—
Rohit Bhardwaj	Cash severance	—	—	—	—	\$1,248,000	\$1,248,000
	Long-term incentive	—	—	—	\$2,422,679	\$2,018,899	\$2,018,899
	Retirement benefits	—	—	—	—	—	—
	Other benefits	—	—	—	—	—	—
Tim Montgomery	Cash severance	—	—	—	—	\$940,260	\$940,260
	Long-term Incentive	—	—	—	\$1,707,356	\$1,138,237	\$1,138,237
	Retirement benefits	—	—	—	—	—	—
	Other benefits	—	—	—	—	—	—
Susan Paré	Cash severance	—	—	—	—	\$823,725	\$823,725
	Long-term Incentive	—	—	—	\$978,178	\$815,148	\$815,148
	Retirement benefits	—	—	—	—	—	—
	Other benefits	—	—	—	—	—	—
Alan Robinson	Cash severance	—	—	—	—	\$915,982	\$915,982
	Long-term Incentive	—	—	—	\$1,596,197	\$1,064,132	\$1,064,132
	Retirement benefits	—	—	—	—	—	—
	Other benefits	—	—	—	—	—	—

Cash severance

Amounts for Mr. Montgomery and Mr. Robinson have been converted from U.S. dollars to Canadian dollars using an exchange rate of US\$1.00 = \$1.37 on December 31, 2024.

Long-term incentive

Retirement is defined as:

- Between age 55 and 59 with five years of service, or 60 years or older with three years of service, and in each case retirement deemed by the board.

Payouts

Termination without cause and change of control: RSU and PSU amounts are based on \$10.94, the closing unit price on December 31, 2024. Further, the PSU performance multiplier is assumed to be 100%. PSU amounts for the 2022-2024 long-term incentive have been calculated using target.

Change of Control

All awards under the long-term incentive plan provide double trigger change of control equity vesting (i.e., vesting requires a termination without cause or resignation for good reason within 12 months of a change of control).

Additional information about the long-term incentive

Vesting of the long-term incentive awards in full requires a double-trigger as described above in the termination table. Payouts upon termination without cause are calculated as follows:

- RSU and PSU component: The RSUs and PSUs are pro-rated to the date of termination, taking into account any notice period. We calculate the RSU and PSU value as the weighted average unit price for the last five days of active service. The PSU multiplier will range from 0% to 200% based on actual performance results to the termination date, and if the actual performance cannot be calculated, the multiplier will be deemed to be 100%. The ESG modifier will impact the PSU multiplier in the range of - 5% to + 5%, based on performance of ESG metrics

The human capital and compensation committee can use its discretion to accelerate vesting of long-term incentive awards if a named executive is absent from service for a reason other than those contemplated under the plan.

Change of control

We define *change of control* as any one of the following events:

- a person, firm, corporation or other legal entity, or a group acting jointly or in concert, acquires directly or indirectly and by any means whatsoever, the beneficial ownership or control or direction over the number of voting securities of the Fund that represents more than 50% of the total issued and outstanding units entitled to vote for trustees of the Fund
- the Fund's voting unitholders approve a reorganization, amalgamation, merger or plan of arrangement that results in the voting unitholders owning or controlling less than 50% of the voting power of the Fund on a fully diluted basis
- the majority of the trustees are replaced immediately following a meeting of the Fund's unitholders or upon execution of a unitholders' resolution
- the Fund sells all or substantially all of its assets to a person, firm, corporation or other legal entity (not affiliated with the Fund), or to a group acting jointly or in concert
- the board of trustees adopts a resolution to the effect that a change in control of the Fund has occurred.

NEW FOR NEXT YEAR - 2025 COMPENSATION

As mentioned in the message from the chair of the human capital and compensation committee, the committee recommended to the board, which approved such recommendation, in early 2025 to transition the compensation approach for the CEO from compensation delivered in Canadian dollars to compensation delivered in U.S. dollars. Pay will continue to be benchmarked against our size-appropriate North American peer group.

Our CEO is a U.S. resident and this adjustment to compensation approach improves stability of pay for the CEO given the continued volatility of the Canadian dollar. This approach also aligns with how we pay our other U.S.-based executives and employees, reduces administration and related cost for the company, and is consistent with market practice for companies with significant U.S. operations. The change is effective April 1, 2025 and more details about this transition will be disclosed in the 2026 management information circular.

CORPORATE GOVERNANCE

Chemtrade is committed to high standards of corporate governance. The Fund’s board of trustees is responsible for overseeing management, and the overall stewardship of Chemtrade.

We comply with the rules and regulations that apply to us and follow responsible governance practices.

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GOVERNANCE RENEWAL

Background

Starting in the second half of 2023, the board initiated a governance review and renewal process and used WATSON Advisors Inc. (Watson) as consultants to support this project. Prior to undertaking the governance renewal process, the board and its committees were functioning at a very high level, as demonstrated by successive board self-assessments, and confirmed by Watson's evaluation. However, in light of increasing complexities inherent in running businesses, increasing demands on Canadian boards in multiple areas, such as risk and ESG oversight, and growing geopolitical uncertainty, to name but a few, the board felt that a fresh look at the board's committee structure and governance processes was warranted. Further, this aligns with Chemtrade's continuous improvement philosophy.

Process

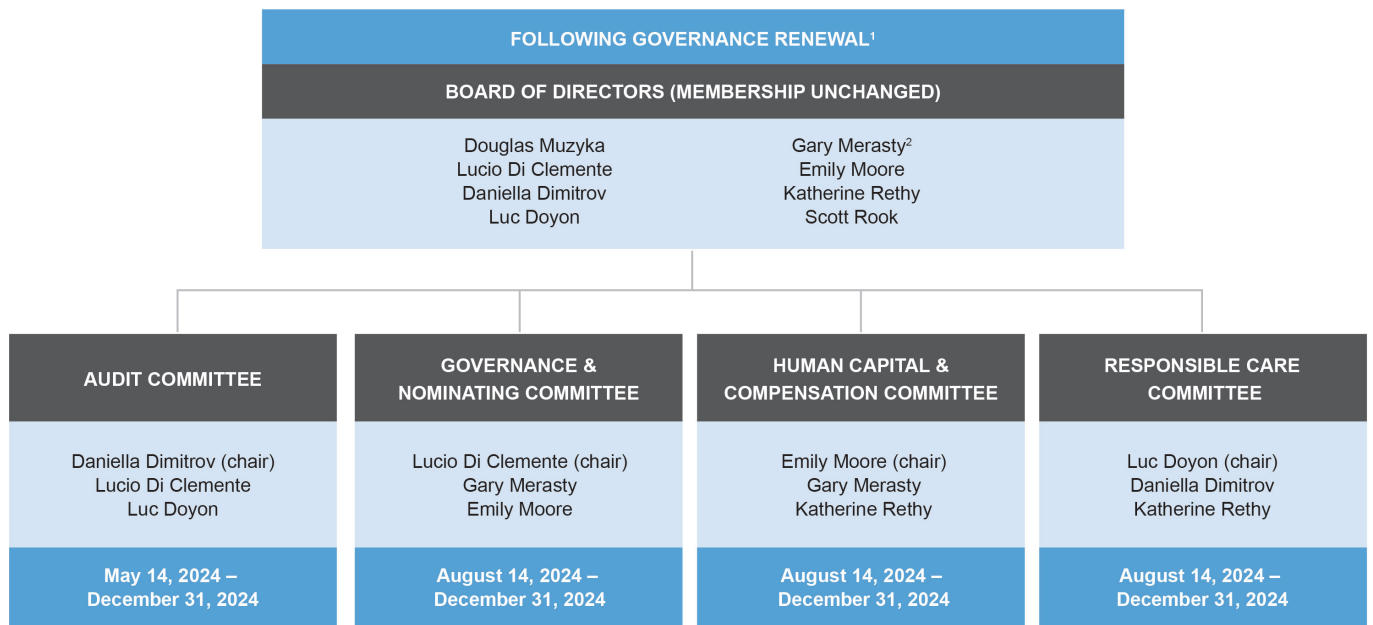
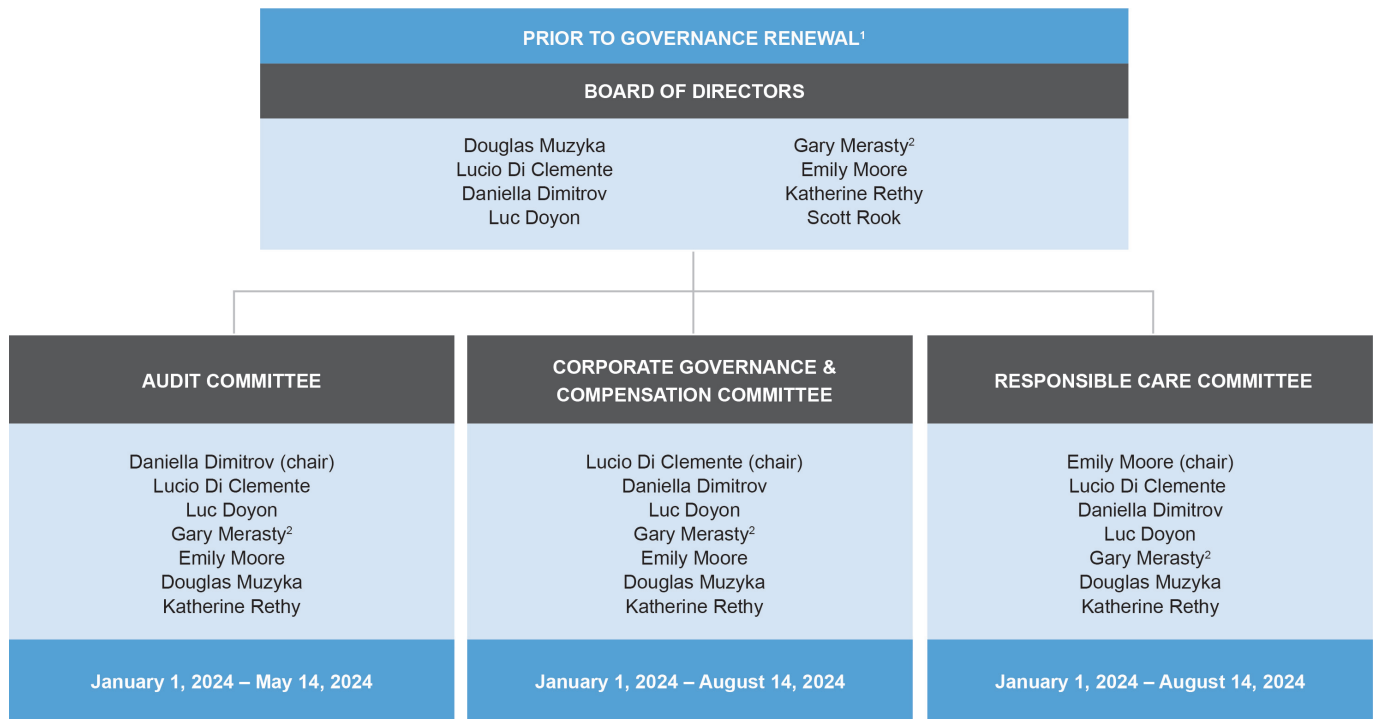
In late 2023 and early 2024, the board engaged Watson to provide an evaluation of the performance and effectiveness of the board, its committees, the chair, and individual trustees. The process undertaken included the board members and members of senior management completing a survey and partaking in individual interviews with Watson personnel. Watson prepared a report respecting the board and committees which was shared and discussed first with the board chair and chair of the compensation and corporate governance committee, and then with the full board and senior management. Watson hosted two sessions with the board and senior management during which the outcome of the assessment and suggestions for improvement were fully discussed, and alignment achieved in respect of a governance renewal workplan.

Outcome

The observations emerging from this evaluation process were that the board functions well, and is characterized by engaged, skilled board members who interact in a collaborative and collegial fashion, but that there was always the ability to improve its effectiveness. The major changes resulting from the governance renewal process were:

- **Fewer committee members:** previously, all board members were members of all of the committees. As the size of the board has grown, this long-standing practice of having larger committees had the effect of transferring the responsibility of the committee work to the committee chair. Each committee now consists of a chair and two other members, which helps facilitate a more equal distribution of work and allows for a deeper and broader focus on committee topics. All board members are invited to all committee meetings and are encouraged to attend.
- **Two new committees:** the human capital and compensation committee and the governance and nominating committee have replaced the former compensation and corporate governance committee. Having separate committees help enable each committee more time to focus on the topics in its purview.
- **New chairs:** While Daniella Dimitrov remained as the audit chair, the chairs of the other committees changed, with Emily Moore (former chair of the Responsible Care committee) now chairing the human capital and compensation committee; Lucio Di Clemente (former chair of the compensation and corporate governance committee) now chairing the governance and nominating committee; and Luc Doyon now chairing the Responsible Care committee. The board felt that these changes would help to bring fresh ideas to the new committee structure.
- **New charters or revised charters:** as part of the governance renewal process, the committees took a fresh look at their governing documents (charters) and refreshed the content. The duties assigned to each committee and the landscape of evolving governance standards were considered in this process.
- **Alignment with management:** with the assistance of Watson in a facilitating role, the board and management came to alignment regarding the line between board oversight and management's responsibility for operating the business.
- **Improved enterprise risk management oversight process:** against the backdrop of increased expectations regarding risk oversight, the board examined its risk oversight allocation framework and tasked the governance and nominating committee with helping ensure that key risks are identified and allocated amongst the board and its committees to help ensure appropriate oversight.

The charts on the next page reflect the changes to the committees as a result of the governance renewal process.



Notes:

⁽¹⁾ Governance Renewal – the restructuring of the committees took place in phases with the audit committee in May 2024 and the other committees in August 2024.

⁽²⁾ Gary Merasty joined the board and committees in February 2024.

ABOUT THE BOARD

Structure

Unitholders	Elect the board See page 52 to read about our majority voting policy
Board of trustees	Led by an independent chair of the board Oversees management of Chemtrade Logistics Income Fund Has overall stewardship responsibility for Chemtrade. The board of trustees also declares Fund distributions to unitholders and reports to unitholders. The board's mandate is consistent with the guidance contained in National Policy 58-201 – Corporate Governance Guidelines (NP 58-201). It is reviewed annually and was last reviewed in August 2024. You can find a copy in Appendix A and on our website (www.chemtradelogistics.com).
Board committees	Four standing committees help the board carry out its responsibilities: <ul style="list-style-type: none">• audit committee• human capital and compensation committee• governance and nominating committee• Responsible Care committee You can read about the committees on page 16. Copies of the committee charters are available on our website (www.chemtradelogistics.com).

Position descriptions

We have a formal written position description for the chair of the board that sets out his/her duties and responsibilities. The board and the CEO have developed a formal written position description for the CEO.

The governance and nominating committee reviews the position descriptions every year. They were last reviewed in February 2025 and are available on our website (www.chemtradelogistics.com).

About the Chair of the Board

The chair of the board is independent and provides the board with independent leadership, overseeing the effective functioning of the board, presides over board meetings and chairs meetings of the unitholders. The chair acts as a resource for the CEO on major strategy issues and also serves as a liaison between the board and management. Douglas Muzyka has served as the chair of the board since the 2022 annual meeting.

About the committee chairs

We do not have formal position descriptions for committee chairs. Each committee chair is responsible for providing leadership to the committee, presiding over committee meetings, making sure the committees have adequate resources to support their decision-making, facilitating candid and full discussions on all key matters and advising management as appropriate.

About subsidiary governance

Each Chemtrade subsidiary has its own board of directors. Our CEO, CFO and Corporate Secretary are members of the board of each Canadian subsidiary.

The CEO and two members of U.S. management sit on the boards of each U.S. subsidiary.

Size and composition

Our Declaration of Trust states that we must have between three to 10 trustees on our board.

As of the date of this circular, we currently have nine trustees on our board. The board seeks to have a board size that encourages active discussion and engagement.

Independence

Seven of the eight trustees are *independent* as defined in NI 58-101 and NP 58-201, meaning that they do not have a direct or indirect “material relationship” with the Fund that, in the view of the board, could reasonably interfere with their ability to exercise independent judgment. Scott Rook is not independent because he is President and CEO of the Fund.

The table below shows the current board and committee structures and illustrates that the board and board committees are each led by an independent trustee. The independent trustees met *in camera* without management and non-independent trustees present at all meetings of the board and committees in 2024.

	Board of trustees	Audit committee	Human capital and compensation committee	Governance and nominating committee	Responsible Care committee	Independent
Douglas Muzyka	chair	○	○	○	○	Yes
Lucio Di Clemente	●	●	○	chair	○	Yes
Daniella Dimitrov	●	chair	○	○	●	Yes
Luc Doyon	●	●	○	○	chair	Yes
Gary Merasty (appointed February 20, 2024)	●	○	●	●	○	Yes
Emily Moore	●	○	chair	●	○	Yes
Katherine Rethy	●	○	●	○	●	Yes
Scott Rook	●	○	○	○	○	no – CEO

● = member

○ = invited to meetings

The board sets aside time at each board meeting to meet *in camera* without management present. In 2024, the independent trustees met separately at all eight meetings.

Each committee charter requires the committee to meet periodically without management present, and a trustee can request a meeting of independent trustees at any time. In 2024, the committees met without management present at all 14 meetings. You can read about each committee beginning on page 16.

Diversity

We adopted a written diversity policy that recognizes the importance of diversity on the board and in executive management, including diversity of age, gender, visible minorities, Indigenous peoples, persons with disabilities, sexual orientation and other personal characteristics. A copy of our diversity policy is available on our website (www.chemtradelogistics.com). Our policy requires the identification and consideration of gender diverse candidates, as well as candidates who are visible minorities, Indigenous peoples or persons with disabilities as detailed in the *Board* and *Management* sections directly below. Annually, the human capital and compensation committee reviews the diversity policy and assesses its effectiveness in promoting a diverse board and executive management team and the Fund's progress in achieving targets provided by this policy. Our 2024 diversity statistics and targets (as provided in our diversity policy) for both board and management levels are set out below.

Diversity: women

	2024	
	Number	Percentage
Women on board	3 of 8	38%
Women in executive officer positions	2 of 6	33%

	Target - Women		Specific date for achievement of target	Progress in achieving target
	Number	Percentage		
Board (8 members)	3	38%	Achieved	The target is to maintain a minimum of 30% women on the board and our board has 38% women.
Executive Officer Positions (6 members)	2	30%	Achieved	The target is to maintain a minimum of 30% women in executive officer positions and we have 33% women in executive officer positions.

Diversity: designated groups

In 2022, we added diversity targets for both board and management levels for categories for which the *Canada Business Corporations Act* (CBCA) require certain disclosure. While Chemtrade is not a CBCA corporation, we wish our unitholders to have a similar experience to a shareholder with respect to information regarding the diversity of our board and management. The designated groups set out in the CBCA are: women, members of visible minorities, Indigenous peoples and persons with disabilities (designated groups). These targets are set out below:

	Target – Designated Groups		Specific date for achievement of target	2024 Progress in achieving target
	Number	Percentage		
Board (8 members)	4	50%	Achieved	50% 3 women 1 Indigenous member
Executive Officer Positions (6 members)	3	50%	Achieved	50% 2 women 1 member of a visible minority

Board

We achieved our target that 50% of our board members consist of individuals from designated groups (as defined above) in November 2022 (ahead of our original 2024 target date). As of December 31, 2024, our eight member board of trustees consists of three female trustees, representing 37.5% of the board, and one male trustee who self-identifies as Indigenous, representing 12.5% of the board. If all trustee nominees are elected at the meeting, the board composition will remain the same as it was as of December 31, 2024, despite a change in membership (with Ms. Pennington joining the board in January 2025 and Ms. Rethy retiring in May of 2025). Our targets are now to maintain a board in which each gender represents at least 30% of trustees, and 50% of trustees identify as a member of one or more of the designated groups. When recruiting for new board members, the governance and nominating committee typically retains an executive search firm to assist in identifying potential candidates. Our search protocols include that a reasonable proportion of candidates must be women and members of one or more of the designated groups.

Management

As of December 31, 2024, our six member senior leadership team includes two female (33% of the Fund's executive officers), and one male and one female member of a visible minority (33% of the Fund's executive officers). This results in 50% of the Fund's executive officers being from one or more of the designated groups. In our diversity policy, we set a target to maintain an executive management team in which each gender represents 30%, and to maintain at least 50% of our team consisting of individuals from one or more of the designated groups, and during 2024 both of these targets were attained.

When recruiting for executive officer roles, our search protocols include that a reasonable proportion of candidates must be women and members of one or more of the designated groups.

Expectations of the board

Serving on other boards

We do not limit the number of other public company boards our trustees can serve on but we do report the number (see page 11). Further, pursuant to the governance and nominating committee's charter, trustees are to report to the committee chair prior to accepting any new board membership, or other affiliation with a business or governmental body. The governance and nominating committee then reviews to ensure no conflict of interest exists and that the time demands of the proposed commitment will not detract from the trustee's ability to devote sufficient time and attention to their Chemtrade board responsibilities. We expect all trustees to fulfill their obligations for serving on our board. This includes being prepared for meetings, attending all board and committee meetings and carrying out other duties as required, all of which is monitored by the governance and nominating committee as part of the board assessment process.

When the governance and nominating committee conducts a trustee search, it considers the existing commitments of a potential candidate so that the person will be able to fulfill their obligations as a member of the board.

None of the nominees currently serve on more than three public company boards, including the Fund's board.

Equity ownership

Board members must attain an ownership level of three times their retainer within five years of becoming a board member. We assess compliance annually, usually in the first quarter of every year and use the higher of grant value and market value to evaluate their holdings. Even after trustees meet the requirement, they must continue to take at least 50% of their retainer in deferred units on an ongoing basis, and may receive the balance in cash. For this purpose, retainer includes the additional amounts paid to committee chairs. These requirements ensure that board members have a vested interest in our future success and build their equity ownership.

The table below shows the equity ownership of each trustee as at March 17, 2025, including distribution equivalents attributable to deferred units to February 28, 2025, based on the higher of the original cost and the market value of \$9.72, the closing price of a unit on the Exchange on March 17, 2025. Scott Rook is not included in the table because he is required to meet our executive equity ownership requirements (see page 26).

Table 24 (as at March 17, 2025)	Total equity holdings					Total value	As a multiple of annual retainer	Met Hold Requirement
	Units (# / \$)	Deferred units (# / \$)	Total units and deferred units					
Lucio Di Clemente	3,500	\$34,020	176,548	\$1,716,050	180,048	\$1,750,070	8.75	Yes
Daniella Dimitrov	—	\$—	124,721	\$1,212,283	124,721	\$1,212,283	6.06	Yes
Luc Doyon	12,000	\$116,640	33,660	\$327,174	45,660	\$443,814	2.22	In progress
Emily Moore	5,965	\$57,980	125,029	\$1,215,282	130,994	\$1,273,262	6.37	Yes
Gary Merasty	—	\$—	17,895	\$178,455	17,895	\$178,455	0.89	In progress
Douglas Muzyka	25,400	\$246,888	153,534	\$1,492,351	178,934	\$1,739,239	5.35	Yes
Suzann Pennington	7,853	\$102,325	—	\$—	7,853	\$102,325	0.51	In progress
Katherine Rethy	2,000	\$19,440	190,176	\$1,848,510	192,176	\$1,867,950	9.34	Yes

Notes:

- Requirement for ownership levels is 3x their retainer within 5 years of becoming a board member.
- Luc Doyon was elected to the board in May 2022 and has until May 2027 to meet the ownership requirement.
- Gary Merasty was appointed to the board in February 2024 and has until February 2029 to meet the ownership requirement.
- Suzann Pennington was appointed to the board in January 2025 and has until January 2030 to meet the ownership requirement.
- Equity ownership values for trustees are based on the higher of the original cost and market value. For all trustees the values are based on market value, except for Gary Merasty and Suzann Pennington, whose values are based on original cost.

Attendance

We expect all trustees to attend all board meetings and all of their committee meetings. In addition, board members are encouraged to attend all committee meetings, including those of which they are not members.

2024 meeting attendance

The table below sets out the 2024 board and committee attendance record for each member of the board, which includes the committees in place both before and after the governance renewal process (see *Governance Renewal* at page 46). In addition, board members are invited to, and encouraged to attend, meetings of committees of which they are not members. Overall optional attendance was 89%, with five members attending 100% of such meetings.

					Board committees attendance									
Table 25	Board of trustees meeting attendance		Total committee attendance		Audit		Compensation and corporate governance		Human capital and compensation		Governance and nominating		Responsible Care	
Lucio Di Clemente	7 of 8	88%	10 of 10	100%	4 of 4	100%	2 of 2	100%	-	-	2 of 2	100%	2 of 2	100%
Daniella Dimitrov	8 of 8	100%	10 of 10	100%	4 of 4	100%	2 of 2	100%	-	-	-	-	4 of 4	100%
Luc Doyon	8 of 8	100%	10 of 10	100%	4 of 4	100%	2 of 2	100%	-	-	-	-	4 of 4	100%
Gary Merasty	7 of 7	100%	9 of 9	100%	1 of 1	100%	2 of 2	100%	2 of 2	100%	2 of 2	100%	2 of 2	100%
Emily Moore	8 of 8	100%	9 of 9	100%	1 of 1	100%	2 of 2	100%	2 of 2	100%	2 of 2	100%	2 of 2	100%
Douglas Muzyka	8 of 8	100%	5 of 5	100%	1 of 1	100%	2 of 2	100%	-	-	-	-	2 of 2	100%
Katherine Rethy	5 of 8	63%	6 of 9	67%	0 of 1	-	1 of 2	50%	2 of 2	100%	-	-	3 of 4	75%
Scott Rook	8 of 8	100%	-	-	-	-	-	-	-	-	-	-	-	-

Notes:

- The board and each committee held *in camera* sessions of the independent trustees at each meeting in 2024.
- Mr. Rook was invited to all committee meetings a guest.

Tenure and renewal

We do not have term limits or a mandatory retirement age for trustees serving on our board, as the board considers it important to have longer serving trustees because of the complexities of the business. The performance of individual trustees is overseen and managed through a rigorous board assessment process (see page 57) and strong leadership from the chair of the board.

Trustee Term Limits		Other Mechanisms for Board Renewal
Age Limit	Tenure Limit	
No	No	Rigorous board assessment process

In the five years prior to 2024, we have had significant board renewal, as displayed in the table below.

2020	2021	2022	2023	2024	2025
David Gee	Mark Davis	Lorie Waisberg		David Mutombo	Suzann Pennington
Douglas Muzyka ⁽¹⁾	Scott Rook	Luc Doyon		Gary Merasty	Katherine Rethy
Daniella Dimitrov		David Mutombo			

Joined Board
 Left Board

⁽¹⁾ Mr. Muzyka attended meetings in an advisory capacity starting in January 2018

Accordingly, based on our experience, the board believes that it is able to achieve meaningful board renewal without the adoption of arbitrary term limits.

Majority voting

We have had a majority voting policy since 2013. Trustees in an uncontested election who do not receive the support of a majority of the votes cast at a meeting of unitholders in their favor are required to immediately tender their resignation to the chair, to be effective upon acceptance by the board. The board will accept the resignation unless there are exceptional circumstances. The board will issue a news release within 90 days of the meeting with unitholders, disclosing its decision and its reasons for accepting or rejecting the resignation. The affected trustee does not participate in any meeting of the board at which the resignation is considered. The policy was last updated in 2017.

Appointing and nominating new trustees

The board uses a skills matrix (see page 52) to identify any gaps or specific skills, experience or character it should seek in a new trustee candidate in light of the opportunities and risks facing Chemtrade. The governance and nominating committee invites suggestions for potential candidates from the board and management. It may also retain an external search firm to identify and help to assess additional qualified candidates and has done so when recruiting the last six trustees.

Potential candidates are assessed against the required attributes, including industry experience, ESG experience and leadership and specialized knowledge, as well as independent thinking skills, integrity, accountability, process orientation in decision making and open-mindedness. In considering potential new trustee candidates, the board requires a reasonable proportion of candidates who are members of one or more of the designated groups to enhance diversity on the board. The CEO participates in the selection process.

Board renewal

The board recruits new members concurrently with the retirement of existing members and should the board assessment process identify the need to replace a member or to add additional competencies or skills. At such times, an executive search firm may be retained to help search for new trustees, with search criteria provided by the chair and the chair of the governance and nominating committee with input from the CEO and other board members. The search firm is instructed to take into account our diversity policy and goals (see *Diversity* on page 49).

Board attributes, development, and assessment

The governance and nominating committee takes into account several factors when reviewing the board's composition, including gender, age, cultural background and other personal characteristics, as well as the experience, knowledge, skills and character of an individual. The board believes the right combination of these factors and qualities provides diversity of thought, which brings a richer perspective and makes for a more effective board.

Skills matrix

The following table sets out the skills and competencies of the nominees for the board.

The board periodically reviews the skills and competencies set out in the matrix to ensure they continue to reflect the skills and competencies required to effectively oversee Chemtrade's business. In 2024, the board added information security and cybersecurity knowledge to the matrix. The board believes the mix of skills and competencies of this group of trustee nominees is appropriate for the board to effectively carry out its responsibilities.

Skills matrix		Douglas Muzyka	Lucio Di Clemente	Daniella Dimitrov	Luc Doyon	Gary Merasty	Emily Moore	Suzann Pennington	Scott Rook
Years on board	0 to 5			X	X	X	X	X	X
	6 to 10	X							
	11 to 15		X						
	15 +								
Age	59 or younger			X			X		X
	60 to 69		X		X	X		X	
	70 +	X							
Gender	Male	X	X		X	X			X
	Female			X			X	X	
Skills	Industry Experience								
	Chemical industry experience	●	⊙	⊙	●	⊙	●	○	●
	Manufacturing experience	●	●	○	●	⊙	●	○	●
	ESG Experience								
	Environmental, health and safety experience/ knowledge	●	⊙	●	●	●	●	⊙	●
	HR/Compensation experience/ knowledge	⊙	●	●	⊙	⊙	●	●	●
	Corporate governance knowledge	●	●	●	●	●	●	●	●
	Risk management experience/ knowledge	⊙	●	●	●	●	●	●	●
	Leadership and Specialized Knowledge								
	Executive leadership experience	●	●	●	●	●	●	●	●
	Financial/ Accounting experience/ knowledge	⊙	●	●	⊙	⊙	⊙	●	⊙
	Legal/Government/ Regulatory affairs knowledge	⊙	⊙	●	⊙	●	○	⊙	⊙
	Information Security/ Cybersecurity knowledge	⊙	○	●	○	⊙	●	○	⊙
	Independent thinking skills	●	●	●	●	●	●	●	●
	Process orientation in decision-making	●	●	●	●	●	●	●	●
	Open-minded/ Information seeking skills	●	●	●	●	●	●	●	●
Competencies	Conflict resolution	●	●	●	●	●	●	●	●
	Communication and listening skills	●	●	●	●	●	●	●	●

● = Strong experience or knowledge
⊙ = General experience or knowledge
○ = Limited experience or knowledge

Orientation

New trustees receive comprehensive orientation so they can effectively contribute to the board as soon as possible. Orientation includes:

- meetings with the chair of the board and committee chairs to review the functioning of the board and committees and our expectations of trustees
- briefings by the CEO, CFO and other members of senior management about Chemtrade and each business segment, including our key products and operations
- tour of our head office
- tours of our manufacturing facilities in conjunction with board site visits.

New trustees also receive reference materials that include:

- a description of their responsibilities as a trustee
- information about our business
- board materials (board mandate and committee charters)
- key policies (code of conduct and insider trading policy)
- important background information from previous board and committee meetings.

Continuing education

Trustees attend continuing education sessions so they stay current on issues relating to our business and operations, corporate governance, financial and accounting practices, environmental, health and safety and corporate ethics among other things.

Chemtrade manufactures and distributes chemicals and it is important that board members understand the safety culture of the organization and visit day-to-day operations to fulfil their duties. Touring the manufacturing facilities and meeting with site management and employees are critical to their understanding of the operations and issues facing the organization. The visits include various presentations by management focused on the facility and they give the board an opportunity to interact with leaders throughout the organization and with local plant personnel. We arrange for board members to visit a facility approximately every year. During 2020 and 2021, these visits were postponed due to the COVID-19 pandemic.

Facility visits

The table below shows the facility visits by our current independent board members over the past five years.

Chemtrade facilities	Business segment	Lucio Di Clemente	Daniella Dimitrov	Luc Doyon	Gary Merasty	Emily Moore	Douglas Muzyka	Suzann Pennington
North Vancouver, BC (November 2024)	EC	✓	✓	✓	✓	✓	✓	–
Tulsa, OK (October 2023)	SWC	✓	✓	✓	–	✓	✓	–
Cairo, OH (December 2022)	SWC	✓	✓	✓	0	✓	✓	–
2021	COVID-19							
2020								

Notes:

- SWC: Sulphur & Water Chemicals
- EC: Electrochemicals
- Dashes indicate not applicable because the individual was not yet a member of the board.
- Emily Moore visited the North Vancouver, BC site in August 2022.
- Mr. Rook has visited numerous Chemtrade sites in his management and trustee roles.

2024 continuing education program

We also hold sessions on a range of topics. The table below shows our 2024 continuing education program as well as external sessions that board members attended on their own.

2024 board and committee sessions	Presenter	Board	Audit committee	Governance and nominating committee	Human capital and compensation committee	Responsible Care committee
Strategy						
– Product market analysis, growth initiatives and outlook (January)	Management	✓				
– Long Range Plan (May)	Management	✓				
– Review of Chlor-alkali Market	Management	✓				
Financial						
– Capital Structure Considerations (January, May, June, November)	Management	✓				
– Recent developments update – KPMG (quarterly)	KPMG		✓			
Risk						
– Enterprise risk management	Management	✓				
– Internal Financial Controls	Management		✓			
– Environmental Risk Oversight (3 part series)	Management					✓
– Executive Compensation Risk Assessment	Meridian Compensation Partners			✓		
– Strategic Review of Cybersecurity and quarterly updates	Management		✓			
– Review of Insurance Program	Management	✓				
ESG						
– DEI Overview	ESG Global Advisors	✓				
– Update regarding ESG controls and goal progress (quarterly)	Management		✓	✓		✓
– Backgrounder on Modern Slavery legislation	Management	✓				
– Safety (quarterly)	Management					✓
– Review of Mandate and Charters	Management	✓	✓	✓	✓	✓
Investor Engagement						
– IR Update (quarterly)	Management				✓	
Executive Compensation						
– Review of Proxy Advisor reports	Meridian Compensation Partners			✓		
– Trends in Executive and Director Compensation	Partners (for both)			✓		

2024 sessions	Presenter	Participant
Trends and Issues in Corporate Governance	CPA	Lucio Di Clemente
Corporate Governance DNA - a Primer for Corporate Directors	Rotman School of Business	
The Wait is Over - SEC Climate Rules	Competent Boards	
26 course hours including CERT Certificate in Cyber-Risk Oversight Program and sustainability, risk management, and other governance topics	National Association of Corporate Directors (NACD) and Enforcement Directors' Academy (NYU School of Law)	
How Directors can maximize the power of their Internal Audit function for effective governance	KPMG	
Strategy Imperative for Boards		
Corporate Governance DNA		Daniella Dimitrov
Quarterly Audit Committee Update	Deloitte	
Boardroom Innovations from the Fortune 500		
AI Board Directors Series	KPMG	
Lessons From CEOs on How to Start Well and Perform Quickly	Russell Reynolds	
2024 Audit Committee Forum	Egon Zehnder	
Climate Change Training	In-house Board training	
Investment Landscape: New Players, New Partners, New Structures	Canadian Institute of Mining (CIM), Toronto Branch	
The Mining Industry - Conversation with Dave Trafford	ECHO/Story Studio Network	
Revitalizing the Canadian Mining Industry	Canadian Club Toronto	Daniella Dimitrov as Speaker
ESG - Lip Service or Reality	The Mining Investment Event of the North	
The Power Panel - Why Some People Have It and Others Don't		
Exam Development, Subject Matter Expert	NACD.DC™	
Artificial Intelligence	Nicole Janssen, Craig Haney & Duncan Mundell	
Safety Innovation	Dr. Matthen Hallowell (Director of Construction Safety Research Alliance)	Gary Merasty
Indigenous Partnerships	Mark Polasly, CEO First Nations Major Projects Coalition	
Just for Chairs Program	Ozone Advisory Group	Emily Moore
Integrating Sustainability into Self Driving Labs: Best practices, barriers and opportunities	Acceleration Consortium	Emily Moore as Speaker
Navigating Inequity. Inclusion and Diversity in Engineering Alliance Conference	McMaster University	Emily Moore as Keynote
AI's Ethical Frontier: Corporate Governance and the Safety Imperative		
The Future of Sustainability Reporting	ICD	
Steering for Tomorrow: The Board's Role in AI		Katherine Rethy
Trends and Insights from the 2024 Proxy Season: Navigating Modern Boardroom Challenges	Huguesson Consulting	
Directors Education Seminar	Egon Zehnder, McKinsey	
Corporate Finance	In-house experts with another board	

All board members are members of the Institute of Corporate Directors (ICD) and some members of the board hold the ICD.D designation or other corporate director certification. We pay for their membership, and up to half of their tuition for the Directors' Education Program, at the chair's discretion. In addition, we provide each board member with an annual education budget of \$5,000 to attend external workshops, seminars and conferences that are relevant to their role and responsibilities on our board.

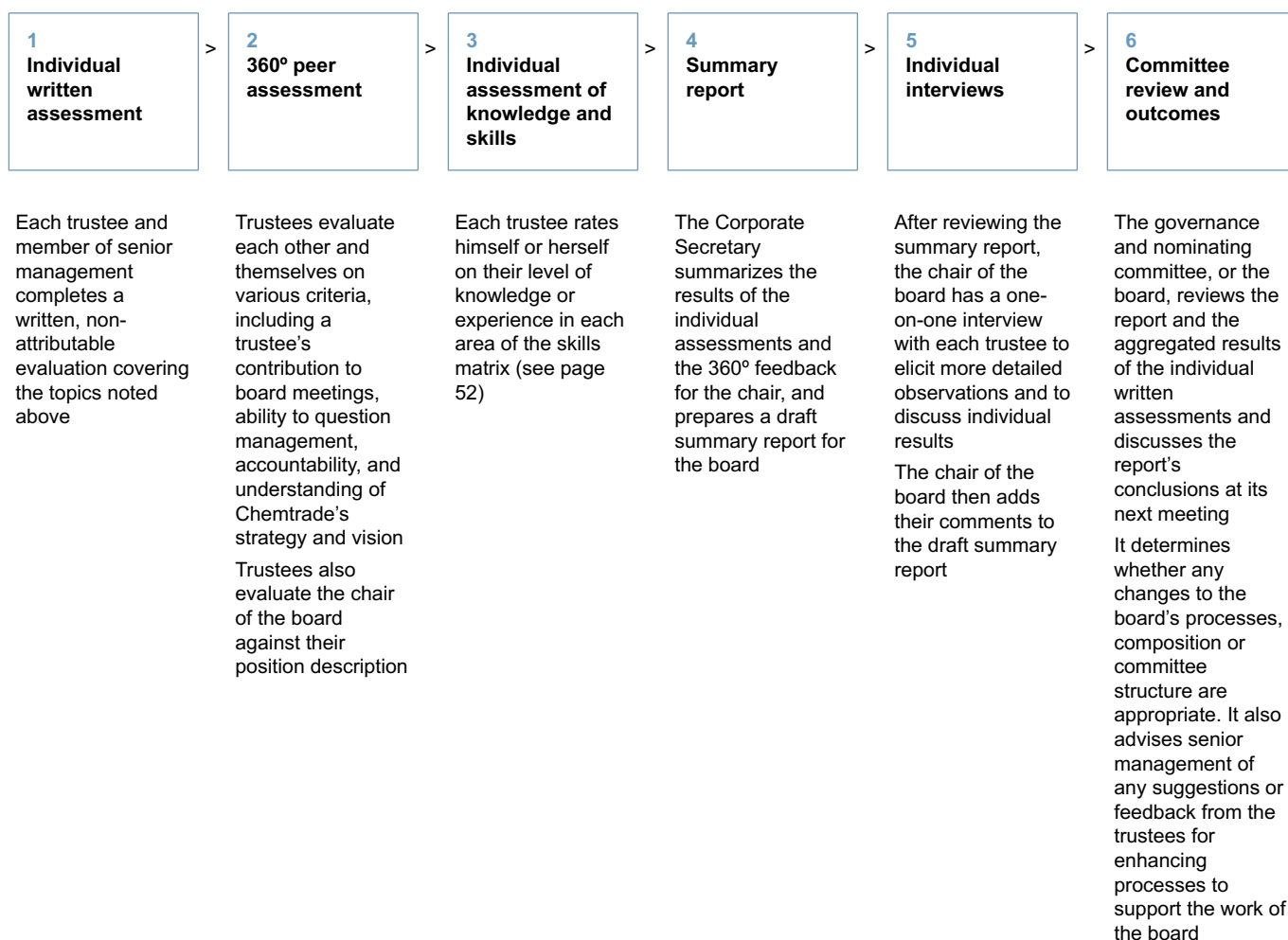
Board assessment

The governance and nominating committee oversees the annual board assessment process, covering the performance of the trustees, board committees and the board overall.

Periodically, the board engages an independent third party to run the board assessment process. As discussed above (see *Governance Renewal* on page 46), during 2024, the board engaged Watson to provide an evaluation of the performance and effectiveness of the board, its committees, the chair and individual trustees. The process undertaken included the board members and members of senior management completing a survey and partaking in individual interviews with Watson personnel. Watson prepared a report respecting the board and committees which was shared and discussed first with the board chair and chair of the (former) compensation and corporate governance committee, and then with the full board and senior management. The results of the board assessment are outlined above (see *Governance Renewal - Outcome* on page 46).

In years when a third party is not engaged, we use a six-step process and cover a range of topics. These include the following, among others:

- the effectiveness of the board as a whole and of each board committee
- the competencies, skills and personal qualities required of our trustees that bring value to the organization in overseeing our strategy, opportunities and risks
- trustee contributions to the effective functioning of the board, in the context of the position description of the board chair, the results of the annual trustee surveys, board and committee meeting attendance and overall contributions
- Chemtrade's approach to governance issues.



BOARD PRIORITIES

The board of trustees has overall stewardship responsibility for Chemtrade, including maintaining a culture of integrity, and overseeing strategy, governance, risk and succession planning.

Integrity and ethical conduct

The board is responsible for satisfying itself as to the integrity of the CEO and other executive officers and that management has created a culture of integrity throughout the organization.

Code of conduct

The board has approved a code of conduct that sets out the high business and personal standards we expect of everyone at Chemtrade – officers, employees, trustees and directors. Our code of conduct borrows from our Responsible Care philosophy, aiming to ensure that we “do the right thing and are seen to do the right thing” while performing our daily tasks. Everyone must read and follow the code of conduct, including the guidelines, policies and procedures for ethical conduct, sustainability practices, avoiding conflicts of interest, and complying with the anti-corruption laws and other applicable laws. The code of conduct encompasses several other Chemtrade policies, including our antitrust and competition compliance policy and anti-corruption and anti-bribery policy. During 2025, all employees and board members will be trained and tested biennially on the contents of the code of conduct and certify compliance. All employees will receive biennial training on the anti-corruption and anti-bribery policy, with specific departments and employees to whom this policy would most impact their day to day responsibilities to receive targeted training.

Everyone is expected to act with integrity and to speak up if something does not seem right. If anyone suspects a breach or violation of the code of conduct, they must immediately report it to the appropriate supervisor, environmental, health, and safety representative or human resources representative, or alternatively to senior management, the legal department, the chair of the audit committee or the compliance line, a “hotline” that allows anyone to raise a concern or file a report anonymously through a special toll-free number or website. The compliance line is administered by an independent company to provide anonymity and to encourage and promote a culture of ethical conduct. The independent third party notifies the audit chair of any reports or concerns for appropriate follow-up.

Senior management (or the audit committee chair) investigates any alleged breaches of the code of conduct and reports the results of the investigation to the board immediately (if warranted) or at the next scheduled board meeting. The audit committee and our auditors are notified (immediately if warranted) of any alleged violations of the code of conduct relating to accounting, internal controls or auditing matters.

The CEO oversees the code of conduct and monitors compliance under the board’s supervision. The CEO is responsible for reviewing the code of conduct and changes in laws that apply to Chemtrade, and recommending changes to the code of conduct to the governance and nominating committee.

The audit committee reviews the compliance line procedures annually and completed its last review in November 2024. The governance and nominating committee, in consultation with the board, periodically reviews the code of conduct and the process for administering it. The code of conduct was substantially revised in May 2020 and last reviewed by the governance and nominating committee in August 2024. A copy of the code of conduct is available on our website (www.chemtradelogistics.com) or by writing to our Corporate Secretary.

Supplier code of conduct

In December 2023, we issued our supplier code of conduct which was introduced to all new and existing suppliers. A copy of the supplier code of conduct can be found on our website (www.chemtradelogistics.com). Its purpose is to outline our principles and expectations which all suppliers and service providers must comply with when conducting business with Chemtrade. Similar to our code of conduct, the supplier code of conduct provides a method (a compliance line or “hotline” operated by an independent third party) for reporting breaches of the code or law.

Anti-bribery and anti-corruption

We will issue in 2025 an anti-corruption and anti-bribery policy that applies to our officers, employees, trustees and third party agents, a copy of which will be found on our website (www.chemtradelogistics.com). The policy’s purpose is to ensure that Chemtrade employees and representatives act with honesty and integrity, complying with global anti-corruption and anti-bribery laws. The policy emphasizes that bribery and corruption are strictly prohibited, and outlines the requirements for avoiding improper payments, including gifts, entertainment, facilitation payments, and political contributions.

Clawback policy

The board has approved a clawback policy that reinforces our philosophy of aligning the interests of executives and unitholders. It allows the board to cancel, adjust or require an executive to repay annual and long-term incentives, including vested and unvested awards, if:

- there are errors in the financial results that were used to determine the awards, whether or not they result in a restatement of the Fund’s financial statements, or
- there was wrongdoing by the executive that affects, or has the potential to affect, Chemtrade’s financial results or reputation.

The clawback policy is reviewed periodically and it was last reviewed by the human capital and compensation committee in August 2024.

Insider trading policy

The board has approved an insider trading policy that covers, among other things:

- Insider trading – Our insider trading policy restricts trustees, directors, officers and employees (and their families and household members) from trading in securities of the Fund when they have material information that has not been generally disclosed. It also restricts them from trading in the securities of another public company or entity that we may have undisclosed material information about as a result of a potential transaction or arrangement.
- Anti-hedging – Trustees, directors, officers and employees, and any of their associates, are not allowed to purchase financial instruments, including prepaid variable forward contracts, instruments for the short sale or purchase or sale of call or put options, equity swaps, collars, or units of exchangeable funds, that are designed to, or that may reasonably be expected to, have the effect of hedging or offsetting a decrease in the market value of securities of the Fund.

Disclosure policy

The board has established a disclosure committee, composed of members of management, which has approved a disclosure policy. The policy establishes procedures respecting disclosure of material information and maintaining the confidentiality of confidential information. The disclosure committee is responsible for the public disclosure of all material information about the Fund, including our interim and annual financial statements. It includes five members of management who review all information before it is publicly disclosed, to help ensure it:

- is accurate and complete
- fairly represents in all material respects the Fund’s financial condition, results of operations and cash flows
- is balanced, timely and in line with all legal and regulatory requirements that apply.

The disclosure committee has a charter that governs its actions. The committee also has a system of internal controls so that its members are apprised in a timely manner of information that may need to be disclosed.

Strategic planning

The board is responsible for overseeing the development and execution of Chemtrade’s strategy.

We hold an annual financial planning meeting with the board and management to discuss our strategic direction, the challenges and opportunities for each business, product line and function as well as our capital structure and organic growth opportunities. This annual planning process includes both a one year and rolling three year strategic plan. The board challenges management on its assumptions and outlook and approves the annual budget for the coming year. Targets are then set for the incentive plan measures at a follow-up meeting and individual goals and objectives are also set for the named executives to align with the strategy.

The board sets aside time at each quarterly meeting to receive a strategy update from the CEO, which includes progress on our strategic direction and objectives, growth opportunities, risks and leadership succession plan. The board then meets without management present to assess our progress against our strategy and stated business objectives for the year and beyond.

Risk oversight

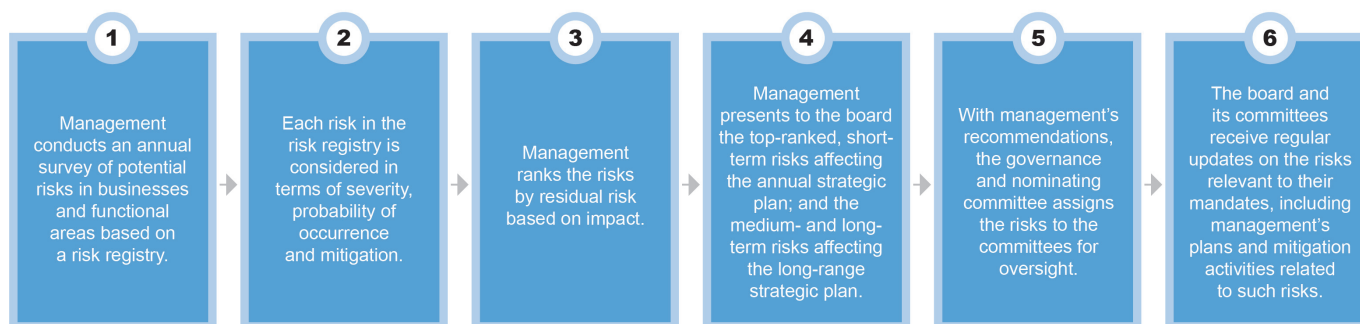
The board is responsible for risk oversight, and for overseeing our approach to sustainability and Responsible Care. The charters of the board’s committees include specific duties related to risk management, and environmental, social, and governance (ESG) oversight. Turn to page 16 for more about the committees.

Audit committee Oversees financial risks, the systems implemented to monitor them and the strategies and controls in place to manage them. This also includes specific oversight of cybersecurity and foreign exchange risk.	Human capital and compensation committee Oversees our compensation policies and programs, including plan design, incentive plan targets and awards to make sure they do not motivate inappropriate risk-taking.	Governance and nominating committee Oversees our management of enterprise risks, including mitigation strategies. Oversees our framework to determine, assess, manage and disclose material ESG risks and opportunities. Responsible for our governance practices.	Responsible Care committee Oversees environmental, health, safety, security and transportation risks and the policies to manage them, and monitors our performance. Responsible for tracking our ESG metrics.
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Risk identification and management

The board is responsible for ensuring that management identifies, understands and evaluates the principal risks of our business and implements appropriate systems to mitigate or manage them. We identify and manage risk using the following process:

RISK IDENTIFICATION AND MANAGEMENT



In addition to the above formal process, the board routinely addresses topics related to risk identification and management at its various board and board committee meetings as such topics arise and are warranted.

Cybersecurity and information security risk

The security of our data and other information is a critical operational risk, overseen by our board, with the assistance of the audit committee. Sitting on our board are five members knowledgeable in assessing and mitigating cybersecurity risks, and the board plays a pivotal role in guiding our security strategies. We regularly assess security risks through reviews of IT controls with our insurance providers and auditors. These rigorous evaluations help ensure continual enhancement of our security protocols across all operations. In 2024, roles for cybersecurity leaders were added to the IT and manufacturing teams. Our information and cybersecurity program is led by a Certified Information Security Manager (CISM), with experience in developing ISO/IEC 27001 certified security programs. Cybersecurity in operational technology is led by an industrial electronics engineer who holds an ISA/IEC 62443 cybersecurity expert certificate. The security team provides annual updates to the board on our cybersecurity strategy, progress, and challenges, reflecting our commitment to continuous improvement.

Chemtrade's commitment to information security is demonstrated through our recent assessment against the NIST Cybersecurity Framework (CSF), conducted by an independent third-party. The NIST CSF is widely recognized as a benchmark for information security standards, ensuring comprehensive and robust cybersecurity practices. This external audit underscores our adherence to top-tier information security protocols and practices.

Our cybersecurity measures are comprehensive and proactive. We utilize third-party services for managed detection and response for endpoints and network, monitored by our 24/7 security operations center (SOC) to leverage best security expertise in the market. Cybersecurity penetration testing is an integral part of our change management and security strategy, ensuring we consistently identify and address vulnerabilities. This proactive approach, integral to maintaining high security standards, helps us preemptively counter potential threats and keep our defenses robust. To mitigate risks associated with remote work, we have implemented enhanced internet security protections and granular application controls. Our workforce is empowered to identify cybersecurity threats through a third-party security awareness training program. Additionally, we maintain robust policies and incident response plans to swiftly address potential threats. These plans detail responses to various risk scenarios, ensuring our preparedness for diverse security challenges. At our plants, we employ a multifaceted security approach, including network segregation, firewalls, and jump boxes, to minimize risks from network breaches.

In 2024, we experienced no material incidents. Our quarterly internal audit process, requiring sign-offs from our CEO and CFO, further underscores our commitment to transparency and continuous improvement in cybersecurity.

Sustainability

Sustainability and Responsible Care®

The board is responsible for overseeing our approach to sustainability, which includes our approach to Responsible Care and ESG topics.

As a manufacturer and distributor of chemicals, environmental, health, safety, security and sustainability issues are among our highest priorities. The nature of Chemtrade's business means it is governed by environmental, health and safety regulations in the jurisdictions we operate in, and where our products are shipped and sold. As members of the Chemistry Industry Association of Canada (CIAC) and the American Chemistry Council (ACC), however, we do more than just comply with regulations. We have been actively adhering to the CIAC's Responsible Care ethic and its codes of practice and principles since the Fund was formed in 2001.

The table below describes how we currently oversee and manage ESG issues across our business, and notes the areas we are focusing on for the future.

Oversight	Strategy	Risk management	Metrics
<p>Board</p> <p>The board is responsible for overseeing strategy, governance, and risk. The audit committee oversees financial risks. The Responsible Care committee oversees environmental, health, safety, security and transportation risks. The human capital and compensation committee oversees risks related to compensation, retention and succession planning. The governance and nominating committee oversees governance practices and business ethics.</p> <p>Management</p> <p>The Senior Director, Environmental Risk has overall ESG oversight responsibility, and the Manager, ESG Reporting is responsible for compliance with upcoming disclosure standards. They are supported by the Chief Financial Officer, Group Vice-President, Manufacturing and Engineering, the Senior Vice-President, Human Resources, and the General Counsel. The Responsible Care team works with all of our facilities to monitor, support, and report on our environmental, health, safety, security and transportation performance.</p>	<p>The board has committed to doing business in a responsible way, guided by principles of environmental, societal, and economic sustainability. This helps shape our strategic planning and risk management processes and our management of day-to-day operations.</p> <p>We integrated our material environmental and social risks and opportunities, including those associated with climate change, into our strategic planning process.</p> <p>Key safety, environmental and social metrics are included in the executive compensation program.</p>	<p>We consider environmental, and social impacts, including safety and security issues across the lifecycle of our operations, and include them in our overall enterprise risk management process.</p> <p>We use the RC14001 management system to manage these risks, underpinned by environmental, health, safety, security and transportation policies, systems, training, and tools that are applied across the organization.</p> <p>We are implementing RC14001 at facilities we have acquired, prioritized by risk, and we are building out our procedures, systems, training, and tools at newer facilities that are still in the implementation process.</p>	<p>We track, monitor, and report publicly on our material Sustainability Accounting Standards Board (SASB) environmental and social metrics, and have established targets for many of them.</p> <p>We also track and monitor health, safety, and environmental metrics that align with the Responsible Care ethic and our RC14001 corporate objectives.</p> <p>We track the Canadian Sustainability Standards Board (CSSB) and their recommendations to the Canadian Securities Administrators (CSAs).</p> <p>Management provides quarterly reports to the board committees on our progress against our ESG goals, including GHG emissions.</p>

Lifecycle approach

Environmental, health and safety issues pose a significant risk for Chemtrade's operations and financial results. We consider these issues across the lifecycle of our operations (during due diligence and acquisition, in our day-to-day operations and when we remediate and close or sell a site).

Management framework

Chemtrade uses the RC14001 management system, which combines Responsible Care and ISO14001, to support our continuous improvement process in several key areas: community awareness and emergency response, security, distribution, employee health and safety, pollution prevention, environmental footprint and process and product safety.

Policies and training

Policies, standards and procedures define how the environmental, health, safety, security and transportation management system functions and how we measure performance. Employees receive training on our environmental, health, safety, security and transportation management systems, and on issues specific to their position and their responsibilities in support of the system.

- *Responsible Care policy* – forms the basis of our approach to societal, economic and environmental sustainability. It focuses on continuous improvement in environmental management, safety and health protection, safe transportation, process safety management and security of our processes, products, services and activities.
- *Quality policy* – sets out the quality expectations we have of our employees: a commitment to customer satisfaction, safe, cost effective and environmentally responsible operations, safe transportation, teamwork and open communication, personal growth and development, diligent records management and performance monitoring.
- *Sustainable excellence program* – combines Responsible Care principles with operational excellence practices to encourage employee engagement by focusing on lean manufacturing, quality and community involvement.

ESG approach

We have identified the sustainability topics that are most likely to affect the financial or operating performance of Chemtrade. Environmental and social metrics are tracked and long-term targets for some factors have been established and disclosed. In addition, ESG targets have been incorporated into the short-term and long-term incentive plans of executive officers. For some of our targets, we compare ourselves to the chemical industry average, by which we mean that we compare ourselves against certain data provided by the CIAC.

ESG TARGETS

Please see the Fund's 2024 AIF dated March 7, 2025 for more detailed information about ESG targets and our progress towards these targets in 2024.

Environmental	GHG and other air emissions	<ul style="list-style-type: none"> • Reduce, offset, or displace 2021 recalculated baseline direct GHG emissions emitted from sources we own or control (Scope 1 emissions) by 50% by 2025 • Including all future acquisitions, maintain GHG intensity (kg GHG/kg product) below the chemical industry average
	Industrial and Hazardous Waste	<ul style="list-style-type: none"> • Reduce high clay alumina (HCA) landfill disposal by an additional 20% of 2021 baseline by 2025
	Energy Management	<ul style="list-style-type: none"> • Ensure a minimum of 85% of our electricity usage is from hydroelectric or other renewable sources and maintain this target when making acquisitions
Social	Workforce Health and Safety	<ul style="list-style-type: none"> • Achieve employee occupational injury/illness rates (OIR) of 0.7 by 2025 • Avoid all serious injuries or fatalities (SIFs) for employees and contractors in 2022 and beyond
	Operational Safety, Emergency Preparedness and Response	<ul style="list-style-type: none"> • Reduce Level 1 spills or releases by 50% of 2021 baseline by 2025 • Reduce the number of transportation incidents by 50% of our revised 2022 baseline by 2025
	Employee Engagement and Diversity	<ul style="list-style-type: none"> • Achieve industry benchmark employee engagement survey results by 2025 • Across the organization, fill 40% of vacancies with black, Indigenous and people of colour (BIPOC) and/or gender diverse candidates by 2024 • Achieve 50% BIPOC and/or gender diverse representation in all management positions by the end of 2025
Governance	Corporate Governance and Business Ethics	<ul style="list-style-type: none"> • Demonstrate leadership on ESG by reporting material SASB factors in alignment with Task Force on Climate-Related Financial Disclosure model (Governance, Strategy, Risk Management, Metrics and Targets) • Incorporate ESG related targets into short-term and long-term incentive plans of executives starting in 2022

Succession planning

The board is committed to developing our talent and oversees succession planning for the senior leadership team and throughout the organization.

Senior leadership

It is critical to our business to have a sound succession planning process for the CEO and other members of the senior leadership team, and for other strategic positions considered essential to our success. The human capital and compensation committee works with the CEO and the Senior Vice-President, Human Resources to review the internal talent pool on a regular basis, monitoring and promoting executive development opportunities, and evaluating development and performance. This

includes long range planning for retention, recruitment, development and succession to ensure leadership sustainability and continuity.

The board and the human capital and compensation committee discuss potential successors to the CEO and other senior leadership positions based on their observations and the CEO's quarterly updates to the human capital and compensation committee on the performance, competencies and potential of each member of the senior leadership team. The board and the human capital and compensation committee then set aside time to meet *in camera*, without management present.

Non-executive management

Management has developed a four-pronged plan to develop our leadership pipeline, focusing on our core competencies to strengthen the foundation of our training and development:

- *annual performance evaluations* – managers are assessed on their progress in developing their direct reports
- *manager development programs* – managers receive training and education as part of their development program
- *talent review and succession planning* – managers and other employees are assessed on performance and potential
- *cross-training and advancement* – managers execute individual development plans for employees and seek opportunities to promote and re-assign employees from within the organization for development purposes.

Talent reviews and succession planning is undertaken for employees in commercial, manufacturing, engineering and corporate functions every two years. A rigorous review of individual development plans is done in the year following the talent review.

TRUSTEE COMPENSATION

Board compensation is designed to attract and retain the most qualified people to serve on the Fund's board and committees, align the interests of trustees and unitholders and provide appropriate compensation to board members for carrying out their duties and responsibilities.

We pay an all-in, flat fee retainer which includes all board and committee meetings. The chair of the board receives a higher retainer because of the greater scope of his role. Each of the committee chairs receive additional compensation to recognize their additional duties in directing the work of their respective committees. Scott Rook does not receive compensation as a trustee because he is compensated for his role as CEO.

The human capital and compensation committee is responsible for establishing the compensation of Fund trustees. Trustee compensation is benchmarked to the same comparator group used for executive compensation. The committee reviews the compensation programs and competitive data every two years with the assistance of its external compensation consultant, Meridian Compensation Partners, to ensure the compensation program continues to attract highly qualified trustees to the board. The last review was completed in May 2024 and resulted in the chair's retainer being increased effective the second quarter from \$285,000 per annum to \$325,000 per annum to bring compensation to within a competitive range of market median. No other changes were made to our program, other than to introduce new chair retainers for the newly constituted human capital and compensation and governance and nominating committees.

Fee schedule

The table below shows the 2024 retainers for trustees. We also reimburse board members for any travel or out-of-pocket expenses related to attending our board and committee meetings.

Table 26a

	2024	
	Annual retainer (cash + equity)	Committee Chair Additional Compensation (cash + equity)
Board chair retainer	\$325,000	
Board retainer	\$200,000	
Audit committee		\$30,000
Human capital and compensation committee		\$25,000
Governance and nominating committee		\$25,000
Responsible Care committee		\$15,000

Notes:

- the board chair retainer was increased effective as of the second quarter of 2024.
- with the restructuring of the committees due to the governance renewal process (see page 46), the additional amounts for acting as chair of the various affected committees were prorated.
- previously, the compensation and corporate governance committee chair earned \$25,000 for the year. This committee was replaced in August 2024 and as such, the chair received a pro-rated amount as committee chair additional compensation.

Board members must attain an ownership level of three times their retainer within five years of becoming a board member. The requirement was increased from \$450,000 to \$600,000 effective with the changes to the base retainer in 2022 as noted above. Trustees who meet the requirement must take at least 50% of their retainer in deferred units on an ongoing basis, and may receive the balance in cash. For this purpose, retainer includes the additional amounts paid to committee chairs. These requirements ensure that board members have a vested interest in our future success and build their equity ownership. You can read more about trustee equity ownership on page 50.

About deferred units

Under the deferred unit plan for non-management trustees and directors of subsidiaries, participants can elect before the end of the prior fiscal year to receive all or a portion of their retainer in deferred units, subject to the mandatory deferred unit requirements set out above. Deferred units are vested upon grant, but can only be settled after the participant ceases to be a member of the board or one of its designated subsidiaries.

Deferred units earn distribution equivalents at the same rate as cash distributions paid by the Fund.

Deferred units are redeemed for units (issued from treasury) or cash when a trustee or director of a subsidiary retires from the board. Full details of the deferred unit plan are available in Appendix B.

Table 26b

2024

Plan Category

	Number of securities to be issued upon exercise of outstanding options, warrants and rights (a)	Weighted-average exercise price of the outstanding options, warrants and rights (b)	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a)) (c)
Equity compensation plans approved by securityholders	—	—	1,000,000
Equity compensation plans not approved by security holders	—	—	N/A
Total	Nil	Nil	1,000,000

Note: As at December 31, 2024, there were (i) 828,080 deferred units outstanding, representing approximately 0.70% of the 119,010,732 units of the Fund issued and outstanding, and (ii) 171,920 deferred units available for future grant, representing approximately 0.14% of the total 119,010,732 units of the Fund issued and outstanding.

About burn rate

The burn rates, calculated in accordance with the rules of the manual, would be 0.13% in 2024, 0.14% in 2023, and 0.13% in 2022. See page 40 for a further description of the burn rate of our securities.

2024 trustee compensation

Table 27	Cash fees earned	Share-based awards (deferred units)	All other compensation	Total
Lucio Di Clemente	\$112,500	\$112,500	—	\$225,000
Daniella Dimitrov	—	\$230,000	—	\$230,000
Luc Doyon	\$103,750	\$103,750	—	\$207,500
Gary Merasty	—	\$172,527	—	\$172,527
Emily Moore	\$110,000	\$110,000	—	\$220,000
Douglas Muzyka	\$152,500	\$152,500	—	\$305,000
Katherine Rethy	\$100,000	\$100,000	—	\$200,000

Notes:

- We use the weighted average trading price of units on the Exchange for the five trading days prior to the award date to determine the number of deferred units granted.
- Daniella Dimitrov and Gary Merasty opted to be compensated 100% in deferred units for 2024.
- Scott Rook does not receive any fees for his role as trustee.

Outstanding share-based awards

The table below shows the outstanding share-based awards for each trustee as at December 31, 2024. Amounts include additional deferred units received during the year as distribution equivalents. Market values are based on \$10.94, the price of units on the Exchange on December 31, 2024.

Table 28	Share-based awards		
	Number of share-based awards that have not vested	Market or payout value of share-based awards that have not vested	Market or payout value of vested share-based awards not paid out or distributed
Lucio Di Clemente	—	—	\$1,910,283
Daniella Dimitrov	—	—	\$1,349,497
Luc Doyon	—	—	\$364,205
Gary Merasty	—	—	\$193,623
Emily Moore	—	—	\$1,352,835
Douglas Muzyka	—	—	\$1,661,264
Katherine Rethy	—	—	\$2,057,736

COMMUNICATING WITH THE BOARD AND INVESTOR OUTREACH

We communicate with the investment community in a number of ways, including through our disclosure documents (annual report, annual information form, management information circular and quarterly management's discussion and analysis and financial statements), news releases, website, and presentations to the investment community and at industry conferences.

We also hold conference calls for our quarterly earnings releases and major corporate developments for the investment community, media and the general public.

We encourage holders of our units and debentures to contact management or the board with feedback or concerns.

You can also speak to the CEO and chair of the board at our annual meeting of unitholders.

Investor Outreach during 2024

Meetings with the chair of the board and the chair of the governance and nominating committee were offered to our top unitholders.

Chemtrade's CEO and CFO attended investor conferences and frequently held meetings with both current and potential investors. The CEO and CFO held 11 meetings with seven of our top unitholders. Additionally, they partook in approximately 76 video calls and in-person meetings with retail investors and potential investors (or their brokers) to explain the business and answer their questions. The board receives quarterly updates from management regarding Chemtrade's investor outreach activities.

Investor engagement policy

We adopted an investor engagement policy in 2016 to promote open dialogue, consistent with our obligations to provide fair disclosure and maintain effective disclosure controls and procedures. A copy of the policy is available on our website (www.chemtradelogistics.com).

How to contact us

Management is mainly responsible for communication with investors. The CEO and CFO are our principal spokespersons, as well as our Manager, Corporate Development.

Mail

Chemtrade Logistics Income Fund
155 Gordon Baker Road, Suite 300
Toronto, Ontario M2H 3N5
Attention: Chief Executive Officer and Chief Financial Officer

Email

CEO: srook@chemtradelogistics.com
CFO: rbhardwaj@chemtradelogistics.com
Corp Dev: rpaul@chemtradelogistics.com

Phone

CEO: 647-255-3651
CFO: 416-496-4177
Corp Dev: 973 -515-1831

The **board of trustees** is responsible for monitoring and supervising our relationships with investors. The board engages with investors on board composition, governance policies, executive compensation philosophy, CEO performance and succession planning and any matter submitted to unitholders for approval. You can reach the independent chair of the board as follows.

Mail

Chemtrade Logistics Income Fund
155 Gordon Baker Road, Suite 300
Toronto, Ontario M2H 3N5
Attention: Chair of the Board of Trustees

Email

chair@chemtradelogistics.com

Our Corporate Secretary will make the arrangements for any meetings with the chair of the board. The chair will determine whether anyone from management should be present, bearing in mind our desire to promote transparency as well as our need to comply with the requirements for fair disclosure and disclosure controls and procedures.

OTHER INFORMATION

Non-IFRS measures

Non-IFRS financial measures are financial measures disclosed by an entity that (a) depict historical or expected future financial performance, financial position or cash flow of an entity, (b) with respect to their composition, exclude amounts that are included in, or include amounts that are excluded from, the composition of the most directly comparable financial measure disclosed in the primary financial statements of the entity, (c) are not disclosed in the financial statements of the entity and (d) are not a ratio, fraction, percentage or similar representation.

These non-IFRS financial measures are not standardized financial measures under IFRS and, therefore, are unlikely to be comparable to similar financial measures presented by other entities. Management believes these non-IFRS financial measures provide transparent and useful supplemental information to help investors evaluate our financial performance, financial condition and liquidity using the same measures as management. These non-IFRS financial measures should not be considered as a substitute for, or superior to, measures of financial performance prepared in accordance with IFRS

Certain additional disclosures for these financial measures have been incorporated by reference and can be found starting on page 59 of our MD&A for the year ended December 31, 2024 dated February 28, 2025, available on SEDAR+ at www.sedarplus.com and on the Fund's website (www.chemtradelogistics.com).

Distributable cash for annual incentive purposes

Most directly comparable IFRS financial measure: Cash flows from operating activities

Definition: Distributable cash for annual incentive purposes is calculated as cash flow from operating activities less lease payments net of sub-lease receipts, excess maintenance capital expenditures over plan and adjusting for cash interest, current taxes and LTI plan (LTIP) expenses, and before decreases or increases in working capital. The composition of the measure changed from prior years as a result of changes in the maintenance capital expenditure measure used.

Why we use the measure:

It provides useful information related to our cash flows and used to determine business performance for incentive compensation purposes.

Table 29

(\$000)

December 31, 2024

Cash flows from operating activities	\$	347,799
Add (less):		
Lease payments net of sub-lease receipts		(65,379)
Increase in working capital		25,549
Changes in other items ¹		9,627
Excess maintenance capital expenditures over plan ²		–
Add:		
LTIP expense		23,323
Distributable cash for annual incentive purposes	\$	340,919

¹ Changes in other items relate to cash interest and cash taxes.

² Excess maintenance capital expenditures over plan is calculated as actual maintenance capital expenditures less plan. Maintenance capital expenditures is a supplementary financial measure. See supplementary financial measures below.

Free Cash and Business Free Cash

Most directly comparable IFRS financial measure: Cash flows from operating activities

Definition: Free Cash is calculated as cash flow from operating activities less lease payments net of sub-lease receipts, maintenance capital expenditures and adjusting for interest paid, interest received and net income tax paid, and before decreases or increases in working capital. Business Free Cash is calculated as free cash, adding back corporate costs, corporate maintenance capital expenditures and corporate lease payments.

Why we use the measure and why it is useful to investors: It provides useful information related to our cash flows from our business operations and is used to determine overall company performance for incentive compensation purposes.

Table 30

(\$000)	December 31, 2024
Cash flows from operating activities	\$ 347,799
Add (less):	
Increase in working capital	25,549
Interest paid	48,041
Interest received	(2,998)
Net income tax paid	52,401
Lease payments, net sub-lease receipts	(65,379)
Maintenance capital expenditures	(104,474)
Maintenance capital expenditures underspend to Plan ¹	(1,850)
Free Cash	\$ 299,089
Add:	
Corporate Costs	113,658
Corporate maintenance capital expenditures	1,636
Corporate lease payments	1,416
Business Free Cash Flow	\$ 415,799

¹ Calculated as plan maintenance capital expenditures less actual maintenance capital expenditures. Maintenance capital expenditures is a supplementary financial measure. See supplementary financial measures below.

Total of segments measures

Total of segments measures are financial measures disclosed by an entity that (a) are a subtotal of two or more reportable segments, (b) are not a component of a line item disclosed in the primary financial statements of the entity, (c) are disclosed in the notes of the financial statements of the entity, and (d) are not disclosed in the primary financial statements of the entity.

The following section provides an explanation of the composition of the total of segments measures.

Adjusted EBITDA

Most directly comparable IFRS financial measure: Net earnings (loss)

Table 31 (\$000)	Year ended				
	December 31, 2024	December 31, 2023	December 31, 2022	December 31, 2021	December 31, 2020
Net earnings (loss)	\$ 126,908	\$ 249,319	\$ 109,115	\$ (235,209)	\$ (167,478)
Add:					
Depreciation and amortization	188,545	217,490	216,950	239,622	253,912
Net finance costs	72,560	24,008	49,969	116,182	140,296
Income tax expense (recovery)	43,922	42,053	60,068	14,969	(47,464)
Change in environmental and decommissioning liability	(930)	7,232	—	561	8,170
Impairment of intangible assets	—	—	—	81,657	56,000
Impairment of PPE	—	—	—	48,343	—
Impairment of joint venture	3,834	—	—	—	—
Net loss (gain) on disposal and write-down of PPE	8,502	(2,002)	2,592	(373)	20,999
(Gain) loss on disposal of assets	—	(24,337)	(17,418)	7,135	—
Unrealized foreign exchange loss (gain)	27,451	(11,126)	9,592	7,493	833
Adjusted EBITDA	470,792	502,637	\$ 430,868	\$ 280,380	\$ 265,268

Supplementary financial measures

Supplementary financial measures are financial measures disclosed by an entity that (a) are, or are intended to be, disclosed on a periodic basis to depict the historical or expected future financial performance, financial position or cash flow of an entity, (b) are not disclosed in the financial statements of the entity, (c) are not non-IFRS financial measures, and (d) are not non-IFRS ratios.

The following section provides an explanation of the composition of those supplementary financial measures.

Maintenance capital expenditures

Represents capital expenditures that are required to sustain operations at existing levels and include major repairs and maintenance and plant turnarounds.

Non-maintenance capital expenditures

Represents capital expenditures that are: (a) pre-identified or pre-funded, usually as part of a significant acquisition and related financing; (b) considered to expand the capacity of our operations; (c) significant environmental capital expenditures that are considered to be non-recurring; or (d) capital expenditures to be reimbursed by a third party.

Cash interest

Represents the interest expense on long-term debt, interest on Debentures, pension interest expense and interest income.

Cash tax

Represents current income tax expense adjusted to exclude current income tax expense related to the disposal of assets held for sale.

Interests of insiders

Except as disclosed in this circular, the board is not aware of any material interest, direct or indirect, of any trustee, trustee nominee, or executive officer of the Fund, or any director or executive officer of any subsidiary of the Fund, or any unitholder who beneficially owns, or controls or directs, directly or indirectly, more than 10% of the units, or any of their associates or affiliates, in any transaction since January 1, 2024, or in any proposed transaction, that has or would materially affect the Fund or any of its subsidiaries.

Liability insurance

The Fund has insurance policies to protect its trustees and officers, and directors and officers of our subsidiaries, against liabilities they may incur while carrying out their duties and responsibilities in circumstances where they are not indemnified by Chemtrade.

Loans to trustees and officers

Other than routine indebtedness, no trustee, director, officer or employee was indebted to the Fund or any of its subsidiaries as at December 31, 2024 and as at March 17, 2025.

APPENDIX A

Chemtrade Logistics Income Fund

Mandate of the Board of Trustees

The Board of Trustees of the Fund (the “Board”) shall be responsible for the stewardship of Chemtrade Logistics Income Fund (the “Fund”), including supervision of the management of the business and affairs of the Fund and its subsidiaries (collectively, the “Organization”), and shall have the powers and authorities set out in the Declaration of Trust.

In fulfilling its mandate, the Board shall, either directly or indirectly through committees of the Board, which it may from time to time constitute:

1. **Strategy** - establish broad parameters within which the senior management employees (“Executive Management”) of the Organization are to operate, including the adoption of a strategic planning process and approving, on an annual basis, a strategic plan taking into account, among other things, the opportunities and risks of the business;
2. **Risks** - review the framework to identify the principal risks of the Organization’s business, and ensure the implementation of appropriate systems to manage these risks;
3. **Disclosure** - monitor and ensure the adequacy and integrity of all public disclosures, financial and otherwise, of the Fund, including by appointing and overseeing auditors;
4. **Communications** - adopt and monitor for effectiveness, a communications strategy for the Fund;
5. **Controls and Systems** - monitor the appropriateness for the nature of the Fund’s enterprise, the internal control and management information systems adopted by the Organization;
6. **Executive Management Guidance** - provide guidance and advice to Executive Management;
7. **CEO Appointment and Compensation** - appoint a chief executive officer (“CEO”) for the Organization, review annually the CEO’s performance, and set and review annually the CEO’s compensation in light of such performance;
8. **CEO Succession Planning** - in conjunction with the Human Capital and Compensation Committee, establish and keep current (a) CEO succession plans; and (b) plans in the case of an unexpected incapacitation of the CEO;
9. **Executive Management Development** - assess the effectiveness of Executive Management, by overseeing performance evaluations, development and training programs and succession planning;
10. **Compensation Policies and Processes** - review the compensation policies and processes (including incentive compensation and equity compensation plans) of the Organization and in particular, of Executive Management;
11. **Culture** - take reasonable steps to satisfy itself as to the integrity of the CEO and other management of the Organization, and that the CEO and Management create a culture of integrity throughout the Organization, including through the adoption of a Code of Conduct and monitoring compliance to it;
12. **ESG** - oversee the environmental, social, and governance (ESG) framework selected by Executive Management to ensure it is appropriate for the Organization;
13. **Governance** - develop the Fund’s approach to corporate governance, including the competencies, expectations and responsibilities of the individual Trustees, the committees and of the Board as a whole; and support Trustee development through orientation and educational opportunities;
14. **Stakeholder Engagement** - ensure that a process is implemented for the Board to receive feedback directly from stakeholders;
15. **Capital Structure** - review the capital structure of the Fund to ensure it is appropriate, including optimal levels of debt and equity and any distribution policy;
16. **Committee Oversight** - receive timely reports from the committees of the Board; and ensure the committees are functioning effectively;
17. **Effectiveness Evaluation** - in conjunction with the Governance and Nominating Committee, establish a process for assessing the effectiveness of the Board and its committees and participate in such process; and
18. **Mandate** - review and assess the adequacy of the Board Mandate periodically and adopt any changes as appropriate.

APPENDIX B

Chemtrade Logistics Income Fund

About the Deferred Unit Plan

This appendix contains details about Chemtrade's amended deferred unit plan, as approved by unitholders at our 2020 annual meeting.

About the amended deferred unit plan

Purpose and administration	The deferred unit plan is designed to align the interests of trustees and directors with the interests of unitholders. The plan is administered by the human capital and compensation committee.
Who can participate	Non-employee trustees of the Fund and members of a board of a designated subsidiary of the Fund can participate, as designated by the board.
About deferred units	<p>The board requires participants to receive some or all of their board retainer as deferred units – see Trustee compensation on page 64 for information about the current mandatory deferral requirements.</p> <p>Participants in the deferred unit plan can also choose to take all or some of their board retainer in the form of deferred units. They must make this choice before the end of the calendar year for it to go in effect for the following year, and the choice is irrevocable for that year. New participants must make this choice within 30 days of becoming a non-employee trustee or director, and it will apply to the retainer they earn once they have submitted their election form.</p> <p>We calculate the number of deferred units (including fractional deferred units) to credit to a participant's account by dividing the dollar amount of the retainer they are taking as deferred units by the market value of a unit of the Fund, which is calculated based on the weighted average trading price of a unit of the Fund on the Exchange for the five trading days immediately preceding the day the deferred units are issued.</p> <p>Deferred units are not considered units of the Fund and do not entitle a participant to exercise voting rights or any other rights attaching to the ownership of units of the Fund. They are non-transferable and cannot be assigned, other than by operation of law.</p>
Vesting and settlement	<p>Deferred units vest immediately, but can only be settled after the participant ceases to be a member of the board of the Fund or one of its designated subsidiaries (the separation date). Deferred units must be settled by December 15 of the calendar year following the year of the separation.</p> <p>A participant who is not a U.S. taxpayer can ask to redeem his or her deferred units any time after the later of the 60th day after the participant's separation date, or the 6th business day after the Fund releases its quarterly or annual financial results after the participant's separation date. There are additional restrictions on the timing of settlement for participants who are U.S. taxpayers.</p> <p>On settlement, each deferred unit can, at the participant's option, be:</p> <ul style="list-style-type: none"> • redeemed to buy one unit of the Fund issued from treasury for \$0.01, or • surrendered for cancellation in exchange for a cash payment equal to the weighted average trading price of a unit of the Fund on the Exchange for the five trading days immediately preceding the day of cancellation, less \$0.01. <p>If the participant dies, his or her estate can ask to settle the deferred units in units of the Fund issued from treasury, or exchange the deferred units for cash.</p>
Distribution equivalents	<p>Deferred units earn distribution equivalents in the form of additional deferred units. We calculate the number of additional deferred units (including fractional units) as follows:</p> $\left(\frac{\text{Distributions declared and paid per unit of the Fund}}{\text{Number of deferred units in the participant's account on the record date}} \right) \times \text{Market value of a unit of the Fund on the payment date of the distribution}$ <p>After a participant's separation date, distribution equivalents continue to be credited until the earlier of:</p> <ul style="list-style-type: none"> • the distribution date that applies to the deferred units that are earning distribution equivalents, or • 12 months after the participant's separation date.
Plan limits	No more than 1,000,000 units of the Fund can be issued under the plan (approximately 0.84% of the 119,010,732 units of the Fund issued and outstanding as at December 31, 2024). Deferred units that are surrendered for a cash payment are cancelled and added back to the number of units of the Fund reserved for issuance under the plan.
Insider participation limits	<p>No more than 10% of the units of the Fund issued and outstanding can be issued to insiders within any one year period under all of the Fund's security-based compensation arrangements.</p> <p>No more than 10% of the units of the Fund issued and outstanding are issuable to insiders at any time under all of the Fund's security-based compensation arrangements.</p>

Making changes to the plan	<p>The board can make the following changes to the plan without unitholder approval:</p> <ul style="list-style-type: none"> • amend, suspend or terminate the plan any time without prior notice • correct errors inconsistencies or ambiguities in the plan text • make necessary or desirable changes to comply with applicable laws or regulatory rules or policies (including stock exchange requirements). <p>The board needs unitholder approval to make any of the following changes to the plan:</p> <ul style="list-style-type: none"> • increase the number of units of the Fund issuable under the plan (other than for an adjustment in the event there is a change in the outstanding units) • allow deferred units granted under the plan to be transferred or assigned other than for normal estate settlement purposes • modify the limits for insiders described above • modify the amendment provisions of the plan.
Terminating the plan	<p>If the board terminates the plan, all outstanding deferred units at the time of termination will be paid according to the terms and conditions of the plan in place at that time. No new deferred units will be granted, except as distribution equivalents on the outstanding deferred units at the time the plan is terminated.</p>



CHEMTRADE

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