



2025 SUSTAINABILITY REPORT

Leading through Change:

65 years of delivering purpose in action



Message from Our President and CEO

As we reflect on 2025, a year that celebrated Purolator’s 65th anniversary, I am inspired by how our organization continues to grow, adapt and lead. This year demonstrated the strength of our “One Team” culture, as our people navigated growth and significant change with resilience, determination and optimism. In a year marked by global disruption, from shifting trade dynamics to economic uncertainties, we remained focused on what matters most: our people, our customers, our communities and the environment, while continuing to perform and transform our business for the future.

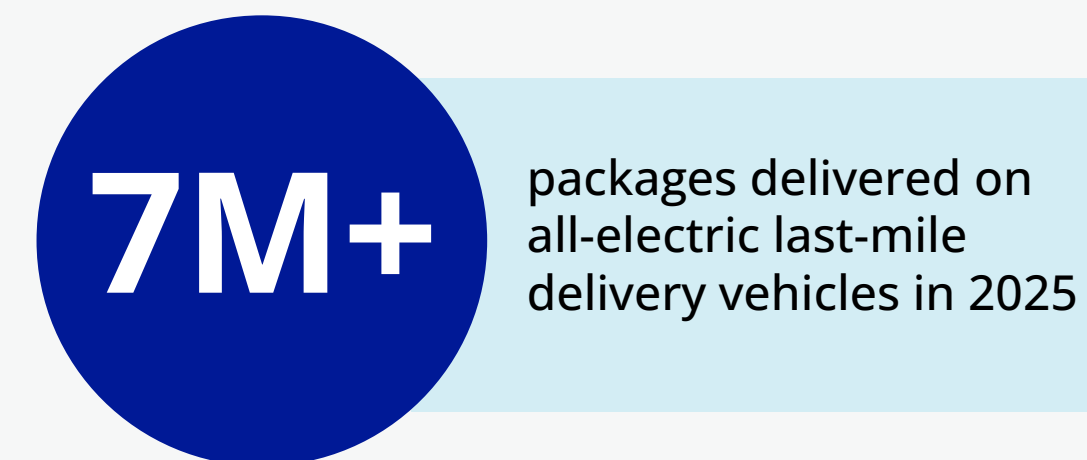
Despite a volatile operating environment in 2025, Purolator delivered exceptional performance while advancing our strategic transformation. We achieved volume growth while continuing to modernize our operations to meet the evolving demands of a changing global economy.

We also took important steps forward in advancing our growth strategy and expanding our reach and expertise.

The acquisition of Livingston International Inc. marked a meaningful expansion of Purolator’s ability to serve businesses operating across borders, bringing customs brokerage, trade compliance and global freight forwarding expertise together with our freight and parcel network.¹ This enhances our global logistics capabilities and positions us for the next phase of growth. We also completed the national network expansion of Williams Pharmalogistics Inc., expanding our temperature-controlled healthcare transportation capabilities across the country. And at the core of our operations, we continued to modernize our facilities, including opening our most sustainable

terminal to date in Kanata, Ont., setting a new standard for the future of environmentally responsible terminal design across our network.

Climate action remains central to our strategy. We continued to advance toward our net-zero ambition by accelerating our use of renewable fuels and fleet electrification, alongside embedding advanced route optimization tools across our network to drive operational efficiency and significantly reduce fuel consumption and greenhouse gas (GHG) emissions. By year-end, more than 550 all-electric vehicles (EVs) were deployed, delivering more than seven million packages. We also transitioned to renewable diesel in our network, replacing more than five million litres of conventional diesel fuel.



Our people remained the driving force behind our service and progress. In 2025, we invested 160,000 hours of training to strengthen frontline and leadership capability, supported by more than 350 Diversity, Equity, Inclusion and Belonging (DEIB) Champions embedding inclusive practices across Purolator. We also achieved another strong year in safety performance, with our Behaviour-Based Safety program contributing sustained reductions in injuries. At the same time, we continued to invest in employee well-being through our Purolator Health program, including innovative initiatives such as biometric screenings; and our focus on psychological safety, supported by more than



185 Mental Health First Aid (MHFA) Responders in over 100 locations, earned Gold Award recognition from OHS Canada Honours for creating a Psychologically Safe Workplace.

Finally, our commitment to the communities we serve has never been stronger. In 2025, the Purolator Tackle Hunger® program delivered more than 2.8 million meals, bringing the total to nearly 28 million meals since its launch in 2003.² The growing demand on food banks makes this work more urgent than ever, and Purolator remains committed to doing its part.

As we look ahead, Purolator is well positioned to be the trusted supply chain enabler for Canadian businesses across the country and around the world. As we remain focused on serving our customers, we will continue to expand our cross-border capabilities, invest in sustainable transportation and logistics, and raise the bar across our business.

JOHN FERGUSON

PRESIDENT AND CHIEF EXECUTIVE OFFICER



1. Unless otherwise noted, performance data in this Report does not include our recently acquired subsidiaries, Williams Pharmalogistics Inc. and Livingston International Inc.
2. Food volumes were converted from pounds to meals using the meals-equivalent metric developed by Food Banks Canada, which defines one meal as approximately one pound of food, based on national dietary intake data (Developing a “meals metric” for Canadian food banks, 2015).

Message from Our Chairperson of the Board

Purolator’s 65th anniversary marks an important milestone, one that reflects both a proud history and a strong foundation for the future. As we celebrate this achievement, we do so with a clear focus on the impact we aim to deliver in the years ahead. For the Board of Directors, this means ensuring our governance framework evolves in step with the organization’s growing scale, complexity and ambition, with long-term value creation and sustainability at its core.

In a year characterized by ongoing uncertainty, disruption and opportunity, Purolator’s leadership demonstrated resilience and adaptability. Guided by our core values, the organization remained focused and disciplined through a period of sustained pressure, strengthening its position while continuing to deliver for customers and communities.

65
year

history grounded in our core values, including Collaboration and Trust

Strong governance remains fundamental to sustainability. It ensures that environmental and social priorities are embedded in every long-term decision and aligned with our overall strategy. In 2025, we enhanced our oversight of environmental, social and governance (ESG) matters, further aligning with evolving global standards and stakeholder expectations. We also continued to integrate sustainability into our enterprise risk management process, reinforcing its role in supporting both capital allocation decisions and operational resilience.

GOVERNANCE PROFESSIONALS OF CANADA’S EXCELLENCE IN GOVERNANCE AWARD
– ESG, Sustainability and Purpose Category

Our commitment to transparency and effective governance was recognized in 2025 with the Excellence in Governance Award from the Governance Professionals of Canada in the ESG, Sustainability and Purpose category. This recognition reflects the strength of our ESG framework and the progress we are making toward our goal of achieving net-zero GHG emissions by 2050, supported by continued action and investment.

Purolator’s history is grounded in strong values, and the Board remains committed to upholding and advancing that foundation as the organization continues to grow. Looking

ahead, our focus is on governance that enables progress while managing risks and supporting long-term value creation. This includes strengthening our oversight frameworks, maintaining accountability to our stakeholders and making decisions today that position Purolator well for the years ahead.

Achieving our sustainability goals is a shared effort. It is made possible by the commitment of our employees, the trust of our customers and the collaboration of our partners. Each plays an important role in advancing our progress, and together, these collective efforts enable us to move forward with purpose. On behalf of the Board, I would like to acknowledge and thank everyone who contributes to this work and to the continued strength and sustainability of Purolator.

LLOYD BRYANT
CHAIR, BOARD OF DIRECTORS



About This Report

This is Purolator's eighth annual Corporate Sustainability Report, covering the 2025 calendar year. Unless otherwise noted, all information is reported as of Dec. 31, 2025 and performance data reflects company-wide results, excluding our acquired subsidiaries, Williams Pharmalogistics Inc. (Williams Pharmalogistics) and Livingston International Inc. (Livingston International). All financial figures are in Canadian dollars. Definitions for technical terms used throughout this report are provided in the Glossary.

As we continue to lead through change, this report reflects our commitment to transparent disclosure and continuous improvement across our business. In a year defined by shifts and uncertainty in our industry, this report highlights our adaptability, our resilient performance, our core values and our purpose to serve our stakeholders.

Our report is guided by Purolator's Corporate Sustainability Reporting Framework and informed by the findings of our 2023 materiality assessment. This helps ensure we focus on the issues most important to our stakeholders and most likely to influence our medium- and long-term performance and value creation.

To align with global best practices, Purolator follows internationally recognized sustainability frameworks and standards. We report in reference to the Global Reporting Initiative (GRI) Standards and disclose against the Sustainability Accounting Standards Board (SASB) Air Freight and Logistics and Road Transportation Standards. Reporting in alignment with external standards helps to highlight financially material sustainability metrics for our sector and enhances comparability and transparency for our stakeholders. Where

relevant, we also assess and report climate-related risks and opportunities using the Canadian Sustainability Disclosure Standard (CSDS) S2 issued by the Canadian Sustainability Standards Board,¹ which incorporates and builds upon the Task Force on Climate-related Financial Disclosures (TCFD) recommendations that informed our prior reporting approach. Comprehensive alignment to these frameworks and standards is documented in our 2025 Disclosure Index.

Purolator continues to support the United Nations Sustainable Development Goals (UN SDGs) as part of our long-term sustainability strategy. We have identified and aligned eight priority goals where our operations and community commitments can make the most tangible contribution. These connections are highlighted throughout this report to show how our initiatives advance progress on global challenges.

Purolator's Material Environmental, Social and Governance (ESG) Topics

Core ESG Factors

- Health and Safety
- Energy Management
- Greenhouse Gas (GHG) Emissions
- Data Protection and Cybersecurity
- Diversity, Equity, Inclusion and Belonging (DEIB)
- Human Capital Management

Enhanced ESG Factors

- Climate Change – Transition
- Supply Chain Management
- Sustainable Packaging and Waste Management
- ESG Governance
- Climate Change – Physical
- Labour Practices
- Community Relations

Emerging ESG Factors

- Air Quality
- Business Ethics and Transparency
- Rights of Indigenous Peoples and Indigenous Reconciliation

Considerations Regarding Forward-Looking Statements

Our Sustainability Report contains forward-looking statements which represent our current expectations, projections and estimates regarding future events. They are not historical facts and remain subject to change. These forward-looking statements are not a guarantee of future performance, involve inherent risks and uncertainties and are based on key factors and assumptions, all of which are difficult to predict.

These include statements regarding our sustainability objectives, including our GHG emission reduction targets and related initiatives. Our ability to achieve our GHG emissions reduction goals depends on a range of factors, including the successful implementation of planned initiatives, the availability and performance of emerging technologies, including vehicles, equipment, fuels and supporting infrastructure, and broader economic, regulatory and operational conditions, including capital allocation decisions, growth in business activity and

service commitments to customers. These factors may evolve over time, and our approach will continue to be reviewed and refined as circumstances change. Our goals relating to Scope 3 emissions are largely outside of our direct control and rely on third party data and assumptions. Progress toward Scope 3 related objectives depends on value chain engagement and external developments.

Our future results may differ materially from those expressed in forward-looking statements. We will continue to monitor and update our goals and performance as appropriate, as data quality and methodologies improve and as best practices, regulations and climate science continue to evolve. Purolator does not undertake any obligation to update or revise its forward-looking statements to reflect events or circumstances after the date of this document or to reflect the occurrence of unanticipated events, except as required by law.

KEY LINKS

- [Contact Us](#)
- [Glossary](#)
- [Purolator's 2025 Disclosure Index](#)
- [Global Reporting Initiative \(GRI\)](#)
- [Sustainability Accounting Standards Board \(SASB\)](#)
- [Canadian Sustainability Disclosure Standard \(CSDS\) 2, Climate-related Disclosures](#)
- [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#)
- [United Nations Sustainable Development Goals \(UN SDGs\)](#)

1. CSDS S2 is derived from the International Sustainability Standards Board's International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures standard and maintains the same core content requirements, with modifications reflecting the Canadian context, including transition reliefs and timing of adoption.

About Purolator

For 65 years, Purolator has delivered integrated freight, package and logistics solutions. Our network now spans to every corner of Canada, into the United States and across global markets. We offer a full suite of services, including express and ground delivery, freight, cross-border and international solutions, returns management and specialized services, enhanced by digital tools that give customers greater visibility, security and control throughout their shipment journey. This breadth, combined with our extensive retail network, flexible shipping solutions and reliable supply chain capabilities, enables us to support businesses of all sizes with industry-leading service.

Guided by our purpose of Making Canada Stronger, our vision is to be a leader in environmental sustainability and health and safety, while promoting diversity, inclusion and community well-being. As a people-first organization, we are dedicated to making Purolator a safe, sustainable, inclusive and inspiring place to work for our more than 14,000 employees. Through cleaner transportation, innovative urban delivery models and community programs such as Purolator Tackle Hunger, our goal is to help build stronger, healthier communities where we operate. With forward-looking investments, enhanced customer experiences and a strong, purpose-driven culture, we remain focused on delivering meaningful progress today while preparing our operations, people and partners for evolving market and supply chain conditions.

1. A shipping method where one customer's freight fills an entire truck.
2. A shipping method where multiple smaller shipments share space on the same truck.
3. Compared to major competitors, including deliveries to Canadian rural destinations, based on 2024 third-party research.



100%

coverage of Canadian postal codes



3,000+

shipping points



200+

operational facilities in Canada & the U.S.



20+

years of Canadian/U.S. cross-border shipping



14,000+

employees



1M

packages delivered daily

OUR SERVICES

Purolator Express®

Purolator Ground®

**Freight – Truckload (TL)¹
and Less-Than-Truckload (LTL)²**

**Global Forwarding
(Air and Ocean)**

**Cross-border Solutions and
International Freight Forwarding**

**Customs Brokerage and
Trade Compliance**

**Mission Critical
24/7/365 Solution**

**Special Handling
Services**

**Returns
Management**

**Direct Ship
Vendor**

**Purolator
Express offers
the fastest
delivery for
your packages
to more
destinations
across Canada³**

Celebrating 65 years

1990s

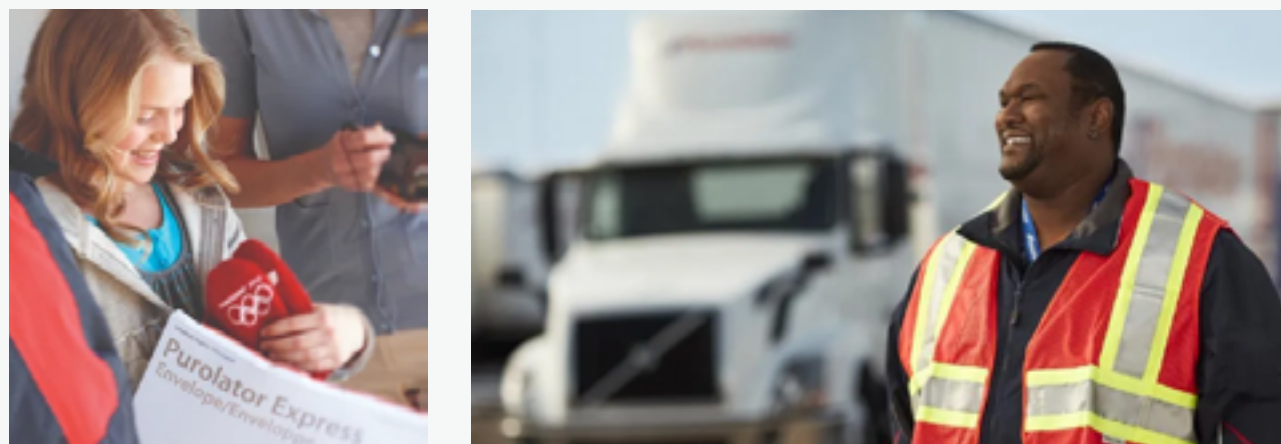
Driving technological innovation and expansion



After launching our website, Purolator became the first Canadian courier to offer online pickup tools, supported by 24/7 bilingual customer service and same-day pickup and delivery options. We expanded our presence in the United States with the launch of our subsidiary, now Purolator International. These advancements strengthened our ability to serve customers across North America.

2010s

Reinforcing commitments to our customers, the community and the environment



Digital and service innovation powered a future-ready network, enabling smarter, more efficient and increasingly sustainable delivery. We expanded coast-to-coast services, improved tracking tools and offered more flexible delivery options to meet evolving customer needs. Our growing network of retail and partner locations made it even easier for Canadians to stay connected.

2025

Celebrating 65 years



Through strong governance, Purolator continues leading through change, deepening our commitments to our people, planet and community. We expanded our transportation and trade capabilities by acquiring Livingston International, a global customs brokerage and trade services firm. As we mark 65 years, we remain focused on building a more sustainable, resilient and connected future.



Early Years

Building the foundations for shipping in Canada

Beginning in 1960, Purolator quickly grew from a two-person startup into a proudly Canadian-owned courier serving communities nationwide. We established the foundation of our cross-border services through early partnerships that enabled delivery to virtually every U.S. ZIP code. These formative decades set the groundwork for Purolator's national and cross-border network.



2000s

Focusing on modernization, growth and customer service

We deepened our commitment to customer-focused innovation with our initial ISO 9001 registration. In 2003, our employees initiated Purolator Tackle Hunger, a grassroots program that helps address food insecurity in communities across Canada. During this decade, we also began transitioning to hybrid-electric vehicles, taking early action to reduce our environmental impacts.



2020s

Investing in tomorrow's growth, innovation and customer experience

We made significant investments in our network, fleet and technology to deliver a next-generation customer experience. Purolator became the first Canadian courier to launch fully electric curbside-delivery trucks nationally, advancing zero tailpipe GHG emissions transportation solutions. In 2023, we expanded into temperature-controlled healthcare logistics with the acquisition of Williams Pharmacologistics.

2025 Sustainability Performance Highlights

Sustainability is embedded within Purolator’s core business strategy and guides how we create long-term value for our people, our customers, our communities and the environment.

Anchored in our strategic themes, our approach supports resilience, growth and positive impact by integrating environmental stewardship, safety, diversity and community well-being into everyday decision-making. Our sustainability strategy is delivered through three core pillars: Empowering Our People, Delivering for Our Planet and Helping Our Neighbours. We track our progress by regularly reviewing our performance across the following sustainability metrics:

KEY LINKS

[2025 Sustainability Performance](#)

Legend:

-  Achieved
-  In Progress
-  Exceeded

1. This goal includes activities for Scope 3 Categories 2, 3 and 5 (Fuel- and energy-related GHG emissions, Upstream transportation and distribution and Waste generated in operations).
2. Purolator commits to reduce absolute Scope 1, 2 and 3 GHG emissions by 90% by 2050 from a 2020 base year. The remaining 10% will be neutralized.

Pillar	Strategic Focus	Goals	2025 Results
People Empowering Our People	Talent Management	Maintain 100% completion of required training to support regulatory and internal compliance	 100% required training completed by 14,000+ employees
		Demonstrate strong employee engagement by exceeding industry benchmark measured through MyVoice survey	 75% employee engagement, 7% above industry benchmark
	Health and Safety	Maintain Lost Time Injury Frequency (LTIF)	 1.83 lost-time injuries per 200,000 hours worked
	Employee Health and Well-being	Expand Mental Health First Aid (MHFA) Responder network to 180 trained individuals across 100 locations in 2025	 185+ MHFA Responders at 105 locations
		Increase Wellbeing Champions to 100 at 60 locations in 2025	 120+ Wellbeing Champions at 60 locations
	Diversity, Equity, Inclusion and Belonging (DEIB)	Grow employee engagement across DEIB Councils and Employee Resource Groups (ERGs)	 340+ employee members across DEIB Councils and ERGs
		Increase leadership engagement in the DEIB Advisory Board and sponsorship of DEIB Councils and ERGs	 26 leaders engaged in DEIB
Planet Delivering for Our Planet	GHG Emissions Reduction	42% reduction in Scope 1 and 2 GHG emissions by 2030 from a 2020 base year	 10% reduction in absolute Scope 1 and 2 GHG emissions
		25% reduction in Scope 3 GHG emissions from select activities ¹ by 2030 from a 2020 base year	 10% reduction in absolute Scope 3 GHG emissions
		90% reduction in absolute Scope 1, 2 and 3 GHG emissions by 2050 from a 2020 base year ²	 10% reduction in total absolute GHG emissions
	Renewable Electricity	100% reduction in Scope 2 GHG emissions through renewable electricity by 2030 from 2020 base year	 85% reduction in absolute Scope 2 GHG emissions
	Landfill Waste Diversion	70% diversion of non-hazardous waste from landfill by 2030 from 2020 base year	 79% diversion of non-hazardous waste from landfill
	Fleet Decarbonization	Decarbonize our fleet through investment and deployment of alternative-fuel vehicles	 12% electrification of last-mile delivery vehicles
		Decarbonize our fuels through renewable diesel adoption	 27% of total diesel consumption replaced with renewable fuel
Community Helping Our Neighbours	Food Insecurity	35 million meals delivered to Canadians by 2030 since start of the Purolator Tackle Hunger program in 2003	 27.7+ million meals delivered since 2003
		2 million meals delivered in 2025 through Purolator Tackle Hunger program	 2.8+ million meals delivered in 2025
		Increase support to remote and Northern communities	 140,000+ meals delivered to remote and Northern communities
	Shipping Costs Avoided	\$1 million in shipping costs avoided by our community partners from 2025 to 2030 by leveraging our network	 \$250,000+ in shipping costs avoided
	Employee Volunteering	50,000 volunteer hours logged by committed Purolator employees between 2025 to 2030	 8,000 volunteer hours logged

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Governance

Purolator upholds strong governance practices that form the foundation of our business. These practices enable responsible decision-making, reinforce integrity and ensure transparency and accountability. They also build stakeholder trust and guide how we work with our customers, partners and suppliers to advance shared goals and support sustainable, positive impact.

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KEY LINKS

- [Purolator’s Leadership and Governance](#)
- [Code of Business Conduct and Ethics](#)
- [Purolator’s 2025 Disclosure Index](#)

All Board Committee Charters updated to further formalize ESG oversight

0 identified instances of forced or child labour in our supply chain



Purolator Values

Our values guide how employees contribute to our shared success and help us navigate an evolving environment with confidence and purpose. They unite our team with pride and meaning, ensuring we stay true to our commitments to business excellence, being a people-first organization, protecting the environment and supporting our communities. Our values influence every part of the employee experience, from recruitment and onboarding to performance evaluations, and reflect our ongoing focus on social responsibility.

These principles are reflected across our organization: in our recognition programs, well-being initiatives, training and leadership development, inclusive decision-making processes and employee engagement activities. They are visible in many of our facilities, serving as everyday reminders of the principles that guide our decisions and actions.

Collaboration

We win by working together as “One Team”



Sustainability

We go the extra mile for our people, communities and planet



Trust

Trust is at the foundation of everything we do



Results

We drive results, create value, and deliver excellence

Safety, Health and Wellness

We are committed to the safety, health and well-being of our people and communities

Innovation

We continuously learn, evolve and innovate

Customer

We deliver an exceptional customer experience

Diversity, Equity and Inclusion

We are committed to inclusion, belonging and development for everyone



Sustainability Governance and Management

Our sustainability governance strategy provides a structured approach to managing risks and opportunities, supporting growth and engaging our stakeholders. Oversight is provided by our Board of Directors (Board) and its Committees, while management leads strategy development and execution. This governance model ensures sustainability priorities remain aligned with our core pillars: Empowering Our People, Delivering for Our Planet and Helping Our Neighbours.

Purolator was recognized with the Governance Professionals of Canada's Excellence in Governance Award in the ESG, Sustainability and Purpose category in 2025. This recognition reflects the strength of our governance practices and our commitment to integrating sustainability, purpose and accountability into decision-making, oversight and long-term strategy.

Board and Committees Oversight

Purolator's Board and its Environmental, Social and Governance (ESG), Human Resources and Compensation and Audit Committees play an integral role in overseeing Purolator's sustainability strategy, policies, goals and performance.

In 2025, all Committee Charters were updated to continue to improve ESG oversight, clarify accountability and align governance practices with evolving standards and stakeholder expectations. These updates strengthened the integration of sustainability into corporate strategy, risk management, executive incentives and succession planning and reporting. This reinforces sustainability as a standing priority across Purolator's governance processes and decision-making.

The ESG Committee provides oversight and strategic direction for policies and programs addressing Purolator's material ESG topics, including corporate governance, Diversity, Equity, Inclusion and Belonging (DEIB), community investment, environment and climate. The ESG Committee guides annual corporate sustainability reporting and climate disclosure, aligned with the Canadian Sustainability Disclosure Standards (CSDS) S2 voluntary standard. The ESG Committee meets quarterly to monitor current and emerging climate-related risks and opportunities and receives updates from management on emerging trends, regulations, fleet decarbonization and progress on sustainability initiatives.

The Human Resources and Compensation Committee provides oversight and guidance on Purolator's people-related priorities, including talent management, compensation, labour relations, health and safety and DEIB.

The Audit Committee oversees the effectiveness of internal controls and ensures the work of our internal and external auditors remains independent and effective. The Audit Committee also monitors key risks including legal, regulatory, compliance, fraud and sustainability-related risks, confirming appropriate frameworks, controls and reporting processes are in place to manage these risks.

**GOVERNANCE PROFESSIONALS OF CANADA'S
EXCELLENCE IN GOVERNANCE AWARD**
– ESG, Sustainability and Purpose Category

Sustainability Management Oversight

Strong governance enables Purolator to navigate change while integrating sustainability into our strategy and operations. Our President and CEO holds overall accountability for Purolator's strategic direction, day-to-day operations and the integration of sustainability considerations across the business. Supporting this work, the Senior Vice President and Chief Human Resources Officer (CHRO) and the Senior Vice President, General Counsel and Corporate Secretary provide senior-level oversight of all sustainability matters and report directly to the President and CEO.

The CHRO oversees the execution of our sustainability strategy, with responsibility for social and environmental risks and opportunities, including Talent Management, Health and Safety and Decarbonization initiatives. They also serve as the executive sponsor of the Decarbonization and Greenhouse Gas (GHG) Emissions Reduction Steering Committee, which brings together senior leaders each month to monitor progress against key sustainability programs and initiatives. The CHRO is supported by the Vice President, Corporate Sustainability who is responsible for implementing the strategy and reporting progress to the President and CEO and the Board-level ESG Committee. The Vice President, Corporate Sustainability leads the development and implementation of Purolator's sustainability strategy, including environment, community investment, DEIB and health and well-being.

Well-being is overseen by the Purolator Health Governance Team, led by our President and CEO, CHRO, Senior Vice President and Chief Financial Officer and Vice President, Strategy, Marketing and Communications. Program development and implementation are supported by a multidisciplinary team

that brings together employee, customer and community perspectives from across the organization to meet diverse and changing needs on a quarterly basis.

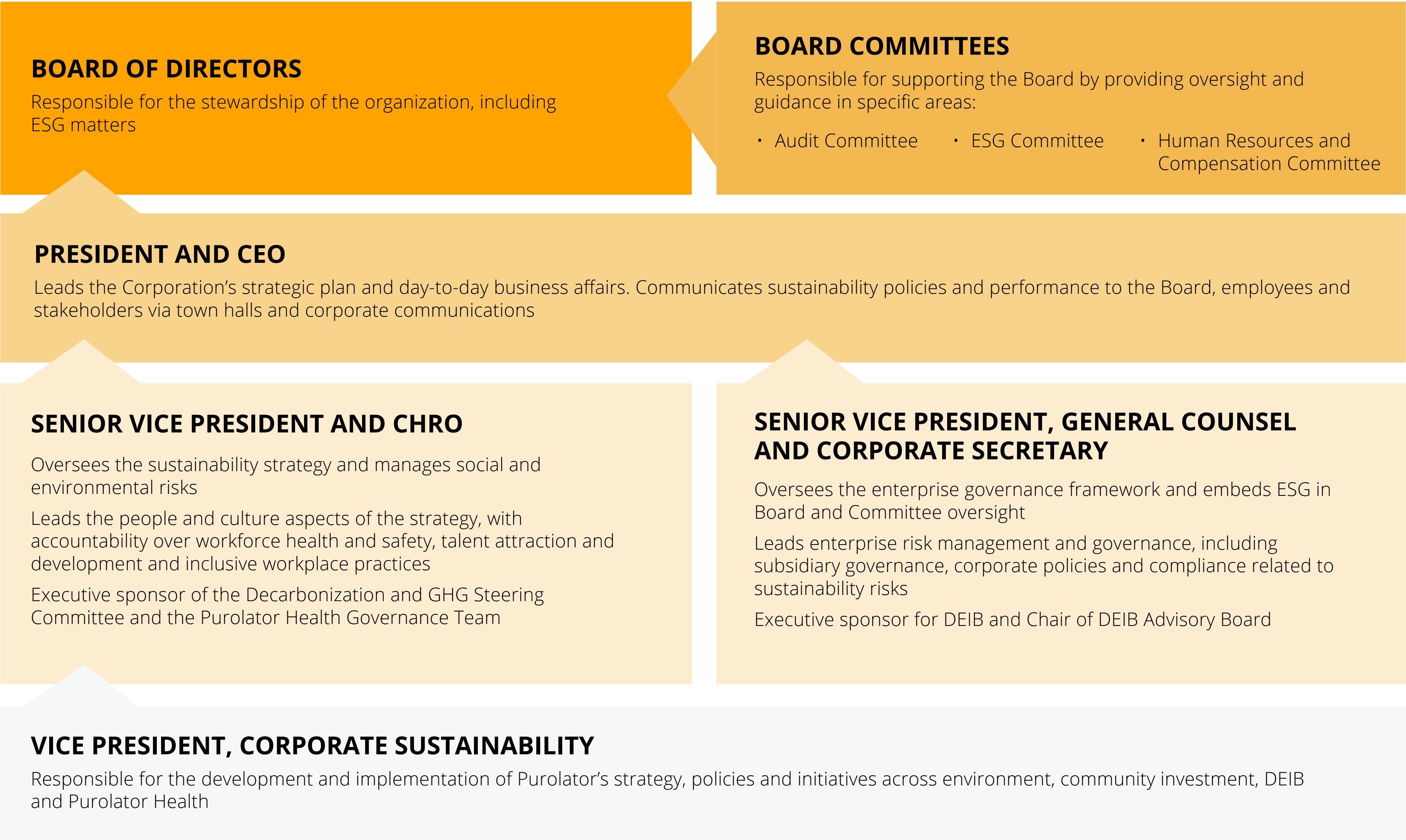
Governance oversight is strengthened by the Senior Vice President, General Counsel and Corporate Secretary, who manages Purolator's enterprise governance framework and risk management, and ensures sustainability principles are embedded into Board and Committee oversight, decision-making and compliance structures. In addition, they lead enterprise subsidiary governance, corporate policies and compliance frameworks that support ethical conduct, transparency and effective oversight of sustainability-related risks and opportunities. They also serve as executive sponsor for DEIB, aligning governance, accountability and reporting with Purolator's long-term strategy and evolving best practices.

DEIB governance is further supported through our DEIB Advisory Board, in addition to 11 Regional DEIB Councils and five Employee Resource Groups (ERGs). These groups help embed inclusion across Purolator by providing insight, advancing employee engagement and shaping programs that reinforce belonging. Our Director, DEIB leads the enterprise DEIB strategy and reports to the Vice President, Corporate Sustainability, ensuring DEIB remains a core part of Purolator's culture and our approach to leading through change.

KEY LINKS

- [Purolator's Leadership and Governance](#)
- [DEIB](#)
- [Planet](#)
- [Community](#)
- [Risk Management](#)
- [Climate Change and GHG Emissions](#)
- [Health and Well-being](#)

Organizational Governance Structure



“ESG governance is a shared responsibility woven into how we lead, plan and operate throughout Purolator. We were honoured to receive the Excellence in Governance Award last year, which further validated the strength of our framework and oversight. It reinforces our belief that strong governance drives better outcomes for our business, our stakeholders and the communities we serve.”

Sue-Lynn Noel, Senior Vice President, General Counsel and Corporate Secretary



Risk Management

Leading through change requires a clear understanding of the risks and opportunities that influence our business. Purolator’s Enterprise Risk Management program provides the disciplined, enterprise-wide framework needed to identify, assess and monitor significant and emerging risks in support of our strategic objectives. This structured approach enables risk-informed decision-making, aligning with our values and long-term strategic direction. By applying multiple risk management approaches including avoidance, mitigation, transfer and acceptance, we optimize risk and reward outcomes as we execute our strategy.

Each year, our Risk Management team leads an Enterprise Risk Assessment (ERA) that brings together insights from surveys and workshops across all business lines. This process considers climate-related risks, examining their potential impacts on our people, our operations, our environment, our reputation and our financial resilience.

We then systematically evaluate these enterprise risks in comparison with other risks using a standardized risk-assessment scale approved by the Senior Leadership Team to rate the risk’s potential adverse effects and likelihood of occurrence. A dedicated workshop is then conducted with the Senior Leadership Team to prioritize Purolator’s top risks and ensure continued alignment with our strategic priorities.

Results from the ERA, including detailed risk profiles, are reported to our Board. Throughout the year, senior leaders and the Audit Committee receive quarterly updates to monitor progress on mitigation activities and respond to evolving risks. Ongoing identification, monitoring and escalation processes allow for timely responses and management of emerging risks

and opportunities beyond the annual ERA cycle. Climate-related risks and opportunities are overseen by the Board, with day-to-day management led by our Corporate Sustainability team.

KEY LINKS

- [Climate Risks and Opportunities](#)

Risk Management Priorities

- We continue to prioritize managing our enterprise risks through these initiatives:
- **Education and Awareness:** Training sessions to raise awareness on key risks and build a strong risk culture
 - **Continuous Improvement:** Regular review and improvement of our risk identification and reporting processes to ensure value for key stakeholders
 - **Leadership Engagement:** Workshops and discussions held with leaders to deep dive into key risk topics

Ethical Conduct

Our Code of Business Conduct and Ethics (the Code) sets the standard for how we work and guides our actions across areas including legal compliance, anti-corruption, conflicts of interest, equity, non-discrimination, political activities, competitive practices, privacy and more.

Every employee plays a role in upholding the Code. This is reinforced by our annual certification which covers the Code’s importance and each employee’s responsibilities, including when and how to report potential concerns. Issues can be raised with managers, Human Resources, Purolator’s Corporate Compliance Officer or through our Whistleblower program. The Code is reviewed and approved annually by our Board to ensure relevance and alignment with best practices.

While the Code covers critical areas, our resolve extends further. Employees are expected to follow our broader policies and

procedures to maintain a safe, rewarding and sustainable workplace for everyone.

Our ethical standards extend to our suppliers, all of whom are required to meet the guidelines and expectations laid out in our Supplier Code of Conduct.

KEY LINKS

- [Purolator’s Code of Business Conduct and Ethics](#)
- [Purolator’s Whistleblower Policy](#)
- [Purolator’s Supplier Code of Conduct](#)
- [Purolator’s Leadership and Governance](#)



Responsible Sourcing

Purolator partners with suppliers who share our values and uphold strong environmental and social responsibility standards. We continue to integrate sustainability considerations throughout our procurement processes and encourage ongoing improvement across our supply chain. All compliance requirements, including those related to sustainability, are tracked and managed through our procurement platform, SAP Ariba, enabling consistent oversight and performance monitoring.

Prior to engaging with any new suppliers from high-risk categories, we assess key risks using EcoVadis and other evaluation tools. These assessments help us understand potential environmental, social, financial and cyber risks, as well as country- and industry-specific labour risks.

Starting in 2025, all new supplier contracts included mandatory compliance attestations to Purolator’s Responsible Sourcing Standard, Supplier Code of Conduct and Forced Labour and Child Labour Attestation. Together, these policies establish clear expectations for social and environmental compliance across our supply chain. We also updated our contract language, particularly for transportation services, to include requirements such as GHG emissions reporting, sharing of decarbonization roadmaps and progress toward GHG emissions reduction goals.

To maintain sustainability performance and improve oversight, Purolator conducts an annual Supplier Sustainability Survey. The survey provides insight into the maturity of each of our supplier’s environmental and social programs and how they evaluate and manage sustainability performance. In 2025, we enhanced this process by expanding the survey to include category-specific sustainability metrics. This included targeted requests for Purolator-specific GHG emissions data from select suppliers to enhance the accuracy and completeness of our Scope 3 GHG emissions reporting. These improvements enable more

transparent reporting and deepen our understanding of sustainability impacts across our supply chain.

We also hosted our first Supplier Partnership Summit in 2025, bringing together our strategic partners to explore opportunities for collaboration, innovation and sustainability. The event provided insight into Purolator’s long-term decarbonization roadmap and underscored the critical role suppliers play in advancing our sustainability commitments. Suppliers also had the opportunity to showcase their capabilities and unique innovative business solutions.

During the Supplier Partnership Summit, Purolator introduced a new Supplier Risk Ranking and Assessment process designed to evaluate our suppliers across four key pillars: Performance, Compliance and Risk, Sustainability and Strategic Partnership. Sustainability is a core component of this ranking, as it evaluates suppliers on their efforts to reduce GHG emissions, their reporting practices and their advancement toward sustainability objectives. By employing an extensive scoring system, informed decisions are enabled, while also highlighting areas where suppliers can further enhance their performance.

Throughout 2025, we engaged with our critical transportation carriers to further discuss Purolator’s sustainability priorities, sustainable procurement practices, decarbonization roadmap and GHG emissions measurement. In 2026, we plan to expand this engagement to suppliers across additional categories to help align their strategies with Purolator’s sustainability journey.

Together with suppliers who are advancing their own decarbonization roadmaps, we are driving meaningful progress across our supply chain.

Preventing Forced Labour and Child Labour

Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) came into effect on Jan. 1, 2024. The Act requires certain private-sector organizations to report annually on the steps they are taking to prevent and reduce the risk of forced or child labour in their supply chains. It also strengthens the *Customs Tariff Act*, enabling the prohibition of goods produced, fully or partially, using forced or child labour. The Act reinforces the importance of transparency, due diligence and continuous progress.

In 2025, Purolator did not identify any instances of forced or child labour in our supply chain.

We continue to strengthen our due-diligence practices by working closely with our suppliers to identify and address potential risks. All new suppliers and their subcontractors are required to contractually commit to prohibiting forced and child labour, supported by EcoVadis monitoring and SAP Ariba compliance reporting.

In 2026, Purolator submitted our third annual report to the Minister of Public Safety. The report outlined the actions taken in the previous financial year to mitigate risk, including targeted due-diligence reviews and specific measures implemented to safeguard our supply chain.

KEY LINKS

- [Fighting Against Forced Labour and Child Labour in Supply Chains Act \(S.C. 2023, c. 9\)](#)
- [Purolator’s 2025 Annual Forced Labour and Child Labour Report](#)
- [Purolator’s Supplier Code of Conduct](#)

8

DECENT WORK AND ECONOMIC GROWTH



0

identified instances of forced or child labour in our supply chain in 2025

 Advancing sustainability at Purolator is a shared responsibility. By collaborating closely with our suppliers and our Corporate Sustainability team, we improve data quality, drive innovation and accelerate progress toward a lower carbon, more resilient supply chain.”

Ruwanika Boteju, Director, Procurement



02

People

Purolator’s more than 14,000 employees are at the core of everything we do. As the supply chain and logistics industry continues to evolve, we focus on creating a workplace that is safe, inclusive and supportive. We are committed to promoting the health, safety and well-being of our employees while enhancing the employee experience so our people feel valued, equipped and empowered to succeed. Through collaboration and respect, we help our teams navigate change with confidence and contribute to Purolator’s growth and transformation.

IN THIS SECTION

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Diversity, Equity, Inclusion and Belonging	24

KEY LINKS

- [Careers at Purolator](#)
- [Diversity and Inclusion at Purolator](#)
- [Purolator Health](#)

350+

DEIB Champions, including 15 leader sponsors across our DEIB Councils and ERGs

100%

required training completed by 14,000+ employees

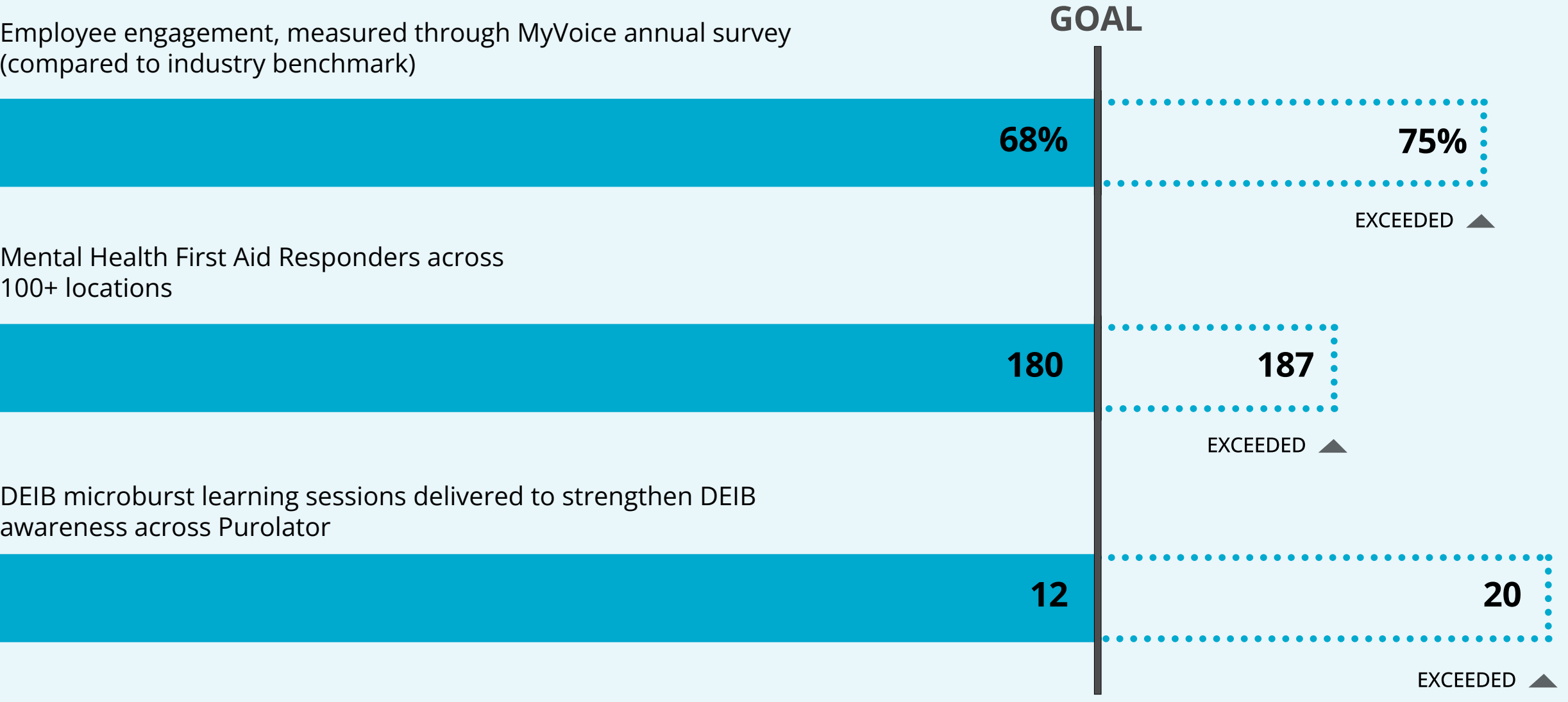


Empowering Our People

Driven by more than 14,000 employees, Purolator is committed to creating a safe, inclusive and engaging workplace to support the well-being and growth of our people.



OUR 2025 GOALS



OUR STRATEGIC PRIORITIES

Investing in Our People
Providing support on learning, development and performance for success.

Advancing Equity Together
Empowering diverse voices and embedding inclusive practices into daily work.

Driving a Culture of Safety
Preventing injuries and promoting a physically and psychologically safe workplace.

Healthy People and Teams
Promoting employee wellness through evidence-informed programs and tools.

OUR 2025 PROGRESS

1.83 lost-time injuries per 200,000 hours worked

96% retention of top talent since 2024

160,000 hours of training delivered

120+ Wellbeing Champions across 60 locations

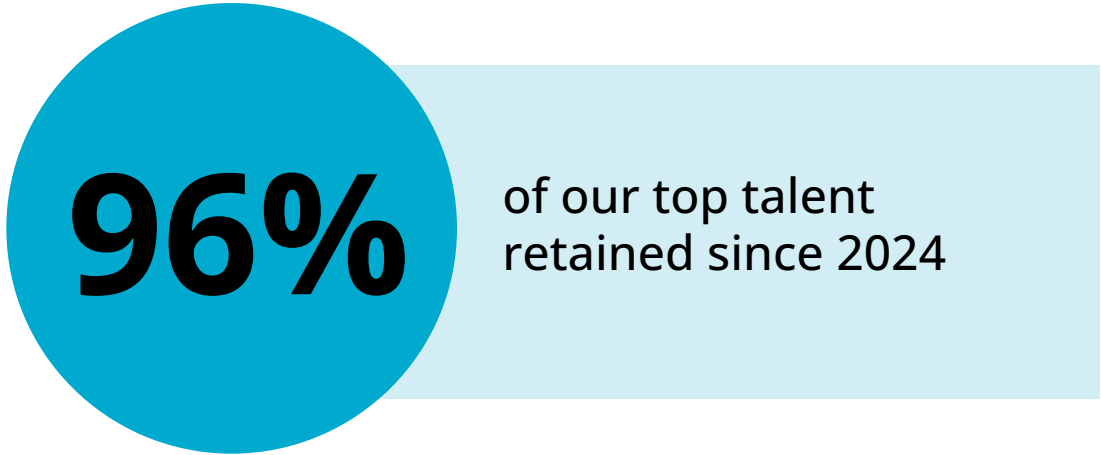
Talent Management

We are committed to supporting our employees at every stage of their career. From recruitment and onboarding through skill building and career growth, we continue to enhance our talent practices.

Talent Planning and Development

Our people are our greatest resource, and their growth is essential to our long-term success. We prioritize professional development so employees can advance their career goals and prepare for future opportunities.

Our annual Talent Planning and Development cycle is central to fostering a positive employee experience. The cycle integrates career development, succession planning and targeted growth activities to build strong, future talent pipelines. Throughout the annual cycle, new employees, managers and leaders have access to an expanded suite of resources, webinars and development guides to enable meaningful conversations and a consistent approach across the organization.



In 2025, this structured focus on talent led to tangible progress, including greater emphasis on career planning for top talent and stronger succession pipelines at the senior leadership level. Since 2024, we have retained 96 per cent of our top talent, emphasizing the value of our employee experience and professional development programs.

Employee Recruitment

Our Employee Value Proposition pillars shape the unique employment experience at Purolator, capturing our mission, vision and values. Together with our integrated sustainability strategy, they strengthen our employer brand, helping to make Purolator an employer of choice for current and potential employees.

Pillars of our Employee Value Proposition

We support our employees with the following values:

- Purposeful and rewarding work: Our talented, diverse and dedicated workforce takes on each day driven by a sense of purpose and meaning in their work.
- A meaningful team experience: We prioritize collaboration and trust among our employees to deliver value and build strong relationships.
- A sustainable future: We foster innovation to help deliver a more sustainable world.
- A world of opportunity: Through defined and intentional learning journeys, we give employees the opportunity to develop their skills in a rapidly changing world.

Inclusive Recruitment Practices

Purolator is an equal opportunity employer committed to diversity and inclusion. We value the diversity of our workforce and strove to ensure our applicant pool reflects the communities we serve.

In 2025, we focused on compliance with the Accessible Canada Act in the following areas:

- 1. Application Process:** We continued to welcome all qualified applicants and provide accommodations during the recruitment process upon request.
- 2. Job Postings:** We launched an in-house AI tool to review Purolator job postings for accessibility and inclusive language.
- 3. Job Applications Portal:** We conducted an audit of Purolator’s job applications portal to identify accessibility barriers and began working toward improved usability for candidates of all abilities.

In addition, we implemented changes to our recruitment process for job postings, offer letters, communications and interviews in Quebec to improve language equivalency compliance with *Bill 96: Charter of the French Language*.

KEY LINKS

- [Accessible Canada Act](#)
- [Bill 96: Charter of the French language](#)
- [DEIB](#)

“We’re seeing a meaningful shift in employee development following our recent talent planning efforts, with clearer visibility into succession gaps for critical roles. This focus is enabling more targeted development priorities and strengthening internal pipelines, ultimately supporting growth and enhancing overall engagement.”

Ana Araujo, Senior Manager, Human Resources



Training

We continue to strengthen learning and development across our operations to sustain a safe, high-performing workforce. In 2025, we delivered extensive instructor-led, hands-on and virtual training to frontline and professional employees across our network, with a focus on task excellence, safety and continuous improvement. In total, our frontline and professional staff completed 160,000 hours of training throughout 2025, supporting regulatory and internal compliance training requirements.

Our Training Within Purolator program expanded to additional locations, providing structured job-instruction training that improved consistency, efficiency and safety. We also advanced several learning and development improvement initiatives that enhanced training quality, modernized content and helped us deliver programs more efficiently.

Through these efforts, we continue to build a skilled, confident and safety-focused workforce, ensuring all employees have the knowledge and guidance they need to succeed in their roles and contribute to Purolator’s long-term operational excellence.



Future-Ready Skills for a Modern, Sustainable Network

Key transformation and decarbonization initiatives at Purolator were made possible by extensive training delivered to our employees in 2025. We updated our parcel-processing operations at our new Kanata and Toronto West, Ont. facilities and created training on how to use our new safety management information system. Our Learning and Development teams provided new and updated training for our all-electric vehicle (EV) fleet expansion, our air operations and our dangerous goods certification.

Together, these learning solutions are helping standardize safer practices, strengthen operational excellence and accelerate the adoption of innovative technologies that improve efficiency and enable Purolator’s long-term sustainability goals.

KEY LINKS

- [Health and Safety](#)
- [Electrifying Our Fleet](#)
- [Ready, Willing and Able](#)



CASE STUDY

Pathways to Belonging for All Abilities

To reduce barriers to employment and strengthen inclusive hiring, Purolator’s Winnipeg Retail Management team partnered with Ready, Willing and Able, a transitional work training program, along with Inclusion Winnipeg and Connect Employment Services. Through this collaboration, two individuals with intellectual disabilities and on the autism spectrum were welcomed into meaningful roles at our Winnipeg terminal. Both employees have thrived in their positions by developing their skills and becoming valued members of the team. This partnership reflects Purolator’s commitment to embedding DEIB principles into our recruitment practices and creating a workplace where everyone can succeed. In recognition of this work, we received the Manitoba Supported Employment Network Award for Best Practices in Employment Diversity in the large business category.

- Collaborated with Ready, Willing and Able to welcome two new employees with intellectual disabilities
- Received Manitoba Supported Employment Network Award for Practices in Employment Diversity

Employee Development

Purolator is committed to creating an environment where every employee can contribute meaningfully and succeed in their roles. Our employee development programs reflect these priorities by encouraging diverse talent, strengthening leadership capabilities and expanding access to learning opportunities.

Our Diverse Talent Matters (DTM) program continued to advance equitable development opportunities for employees from equity-seeking groups in 2025. Now in its fifth year, DTM provides personalized coaching, networking and learning resources to help participants build skills, explore new career pathways and expand their professional connections. Since inception, the program has supported more than 80 employees who identify as Black, Indigenous, People of Colour, women, persons with disabilities and/or 2SLGBTQI+, helping them build confidence, capabilities and career potential. Through identifying and removing systemic barriers to equal access to opportunities, Purolator strives to live its values of inclusion and development for all.

Complementing DTM, our Mentorship Program enables employees to select mentors aligned with their development goals, strengthening collaboration and encouraging knowledge sharing across teams. We also offer targeted coaching programs for leaders, providing individualized guidance that helps build leadership effectiveness and reinforces our focus on creating a growth-oriented, people-first culture.

Together, these programs reflect Purolator’s commitment to embedding inclusivity into development pathways, expanding access to meaningful learning experiences and empowering employees to reach their full potential.

Leadership Development

Purolator continued to invest in leadership capability to ensure our leaders are equipped to address today’s challenges while preparing for future opportunities. These investments strengthen our leadership pipeline and reinforce a culture of accountability and adaptability and ongoing capacity building.

Our flagship EVOLVE Manager Development Program continued to expand, offering managers a structured development journey that builds confidence, strengthens leadership capability and supports effective team performance. To date, more than 600 Purolator managers have completed the EVOLVE program.

To further encourage emerging talent development, we introduced the Aspiring Leaders Program, a multi-modal experience blending self-paced learning, experiential workshops, peer learning circles, mentorship and coaching, including guidance from an AI coaching agent. Through real-world scenarios and guided reflection, participants develop core leadership skills such as communication, presence, problem-solving and coaching.

As part of our leadership-development opportunities, we also offered individual, team-based and 360-degree personality and behavioural assessments. These tools encourage personal and professional growth by helping leaders deepen self-awareness, strengthen collaboration and enhance effectiveness in dynamic environments.

Together, these programs reflect Purolator’s priority of building strong leaders who can adapt, inspire and guide teams through change while supporting our people, our culture and our long-term success.



Employee Recognition

Purolator’s values shape how we work, lead and champion one another. Recognizing employees who bring these values to life is an important part of strengthening our culture and reinforcing the positive behaviours that drive our success.

Our Circle of Excellence Awards honour employees who demonstrate exceptional dedication to our values and make a meaningful difference for our people, our customers or our communities. Each year, nominations come from across the organization, highlighting the many ways employees contribute through leadership, teamwork, safety, inclusion, customer service and continuous improvement. In 2025, 165 Purolator employees were nominated for the Circle of Excellence Awards. Finalists are celebrated at an organization-wide ceremony, both in person and virtually, to encourage participation from employees across our network.

Beyond formal awards, teams across Purolator engage in local, everyday recognition, acknowledging individuals who exemplify our values in ways big and small. Leaders are equipped with resources and best practices to help them personalize recognition and celebrate employees in ways that feel tangible and authentic.

25%

of employees

celebrated 20+ years of service in 2025, with 160+ employees celebrating 40+ years of service

Our approach to recognition also includes honouring employee tenure and loyalty through our Long-Service Awards, which celebrate major service milestones throughout an employee’s career. In 2025, 25 per cent of our workforce celebrated more than 20 years of service, and more than 160 employees celebrated more than 40 years of service at Purolator. Together, these practices help build a culture where employees feel valued, equipped and inspired to contribute their best every day.

At Purolator, how we achieve results matters as much as the results themselves. Our Annual Incentive Plan (AIP), a key component of our total rewards program, recognizes employee contributions toward individual and shared performance goals (Balanced Scorecard). The 2025 Balanced Scorecard outlined key priorities such as employee engagement, environmental sustainability and community investment. Both the AIP and the Scorecard remain under the governance of our Board, ensuring strong oversight and accountability.

Together, these mechanisms reinforce a culture where performance and values are aligned, empowering employees to contribute meaningfully to Purolator’s success and to the positive impact we aim to create for customers, communities and each other.

75%

employee engagement

based on MyVoice survey results, 7 points above industry benchmark



Employee Experience and Engagement

Each year, Purolator measures employee engagement through our MyVoice survey, which provides important insights into how employees experience our culture, opportunities, safety practices and connection to purpose. In 2025, employee engagement remained strong at 75 per cent and continued to exceed industry benchmarks by seven points, reflecting the resilience and dedication of our workforce.

Employees reported a strong culture of inclusion and belonging, as well as increasing optimism around learning opportunities, development and career growth at Purolator. Confidence in workplace safety also remained high, which is an essential strength in logistics operations.

Following the survey, leaders developed targeted action plans using the Culture Amp platform, and MyVoice action planning was formally embedded into our Balanced Scorecard to ensure employee feedback is reflected in sustained improvements across the organization.



2025 MyVoice Employee Survey Highlights

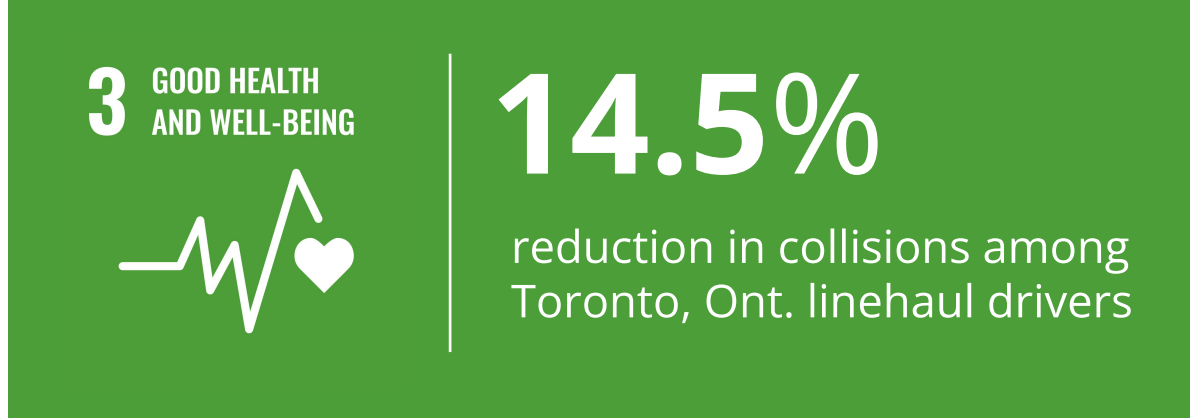
- **81%** believe people from all backgrounds have equal opportunities to succeed
- **80%** believe they have access to the learning and development they need to do their job well
- **78%** feel their work makes a positive difference
- **78%** believe safety is a top priority at their location
- **77%** feel they belong at Purolator

Health and Safety

We continue to strengthen our foundational approach to behavioural safety and long-term capability across our network. After several years of record improvements in safety metrics, we saw a plateau in several of our indicators while our long-term trajectory remains positive for safety outcomes. Over the past five years, we have achieved significant reductions in total injuries and lost-time injuries¹ demonstrating the sustained impact of our safety programs.

Driver safety remained our top priority and strength. Improvements in our Driver Safety Scorecard² in 2025 reflect the dedication of our frontline teams and leaders, who continued to reinforce safe-driving habits through coaching, monitoring and shared accountability. Achieving progress at this level requires increased time, focus and behaviour-change efforts, and the results show high levels of employee engagement in maintaining safety standards.

Despite high volumes throughout the year, our teams continued to make progress on key initiatives, including the transition to a new safety management information system. With this in place, we began building predictive-analytics models that will enable more proactive, prevention-focused safety strategies in the years ahead.



Our foundational Behaviour-Based Safety program also continued to expand across the network. In 2025, our management teams and workplace safety committees completed more than 17,000 observation and feedback sessions, which reinforced safe practices, strengthened coaching capabilities and helped embed safety into everyday routines.

We also introduced a new recognition initiative to further reinforce our safety culture in 2025 with our first national Safety Cup, encouraging friendly competition and celebrating safe workplaces across Purolator’s facilities.

Building frontline capability remained a major focus throughout the year. Our Driver Development program continued to evolve to facilitate safe, confident and consistent performance across a wide range of vehicle types. In 2025, we introduced standardized vehicle-familiarization and certification programs across multiple vehicle types including linehaul, straight truck, EV and e-bike operations. We also began planning and readiness work to expand the Linehaul Finishing Program to Montréal, Que., in 2026. These initiatives strengthened onboarding for new drivers, supported employees transitioning across roles and contributed to year-over-year collision reductions in key regions, specifically a 14.5 per cent reduction in collisions among our Toronto, Ont., linehaul drivers.

Through these collective efforts, Purolator continued strengthening its safety culture, enhancing frontline capability and laying the groundwork for more predictive, prevention-driven safety programs that will enable long-term operational excellence and sustainability.



2025 Health and Safety Performance

- **Total Injury Frequency (TIF):**
9.87 injuries per 200,000 hours worked
- **Lost-Time Injury Frequency (LTIF):**
1.83 lost-time injuries per 200,000 hours worked
- **Driver Safety Scorecard:**
89.80 / 100

1. The loss of one or more days beyond the initial day of the injury or illness from the employee's scheduled work.
2. A leading safety indicator that uses onboard vehicle data to measure driving behaviours, such as speeding, braking, cornering and acceleration, into a single score out of 100, supporting safer driving practices across the organization.

Health and Well-being

We are committed to nurturing the physical, mental, financial and social well-being of Purolator employees and their families. Our holistic approach, anchored through our Purolator Health program, brings together experts from across the organization to provide accessible, relevant resources for teams across Canada and the United States. This includes a comprehensive total rewards package, our Employee and Family Assistance Program (EFAP), health education and evidence-informed programs designed to meet the diverse needs of our workforce.

Purolator Health

Since its launch in 2022, Purolator Health has evolved into an enterprise-wide movement, strengthening psychological safety, increasing awareness of available resources and empowering employees to proactively improve their own physical, mental, social and financial health. Our strategic advisory partnership with Cleveland Clinic Canada continues to guide program design and ensure that programming reflects leading practices in workplace health promotion. Dr. Shaan Chugh, our Chief Medical Director from Cleveland Clinic Canada, has supported and promoted the program from the beginning and continues to provide guidance as we evolve our strategy.

Purolator was publicly acknowledged by Excellence Canada in 2025 for beginning its journey toward its Healthy Workplace® Certification and completing a rapid assessment aligned with the Healthy Workplace Standard. This recognition underscores Purolator’s commitment to continuous improvement and accountability, providing valuable benchmarking insights to inform future priorities and strengthen its integrated approach to physical and psychological health in the workplace.

2025 GOLD WINNER OF THE PSYCHOLOGICALLY SAFE WORKPLACE AWARD FROM OHS CANADA HONOURS

In 2025, Purolator was recognized as the Gold Winner of the Psychologically Safe Workplace Award by OHS Canada Honours. Purolator’s Senior Manager, Health and Well-being was also presented with the Community Leader Award from OHS Canada Honours, highlighting her leadership in integrating mental health into safety and community well-being.

Employee Well-being Engagement, Education and Support

To make well-being accessible in everyday work, we offer a robust calendar of workshops and resources for employees and their families, ranging from mental health and resiliency to physical activity and self-care. Offerings such as Wellness Wednesdays, stretching breaks, EFAP explainers and “Ask Your Chief Medical Director” sessions are provided live and on demand. In 2025, we introduced the Health Moments Library, a new collection of short, practical resource videos designed to support well-being at work and at home.

Our Wellbeing Champion network continues to expand as a key pillar of Purolator Health. More than 120 Wellbeing Champions across Canada provide visible, accessible support across teams

Purolator Health Highlights

Since 2022, the Purolator Health program has achieved:

- **45,000+ hours** of mental health training delivered
- **15,000+ participants** engaged in well-being events
- **800+ people leaders completed** The Working Mind for Managers training to equip leaders with practical skills to strengthen psychological safety and reduce mental health stigma

and help foster psychologically safe and inclusive environments. They connect with the Senior Leadership Team on a quarterly basis, reinforcing the importance of well-being across all levels, while standardized training ensures consistent, scalable resources.



In the United States, our Wellness Committee continued to expand our global wellbeing approach, delivering monthly content on fitness, nutrition, mental health and financial wellness through the Connector newsletter and targeted outreach. The committee organized preventive care campaigns to strengthen engagement, including step challenges, virtual webinars and on-site events, such as biometric screening, stress reduction activities and support animals.

Responding to employee insights, Purolator expanded its financial well-being support in 2025 through an enhanced partnership with the Credit Counselling Society. A new toll-free financial support line offering one-on-one, confidential guidance. Monthly education sessions and the Certificate in Financial Wellness program continue to help employees build long-term financial resilience and provide opportunities for continued education and growth.

Our U.S. employees also have access to the Wellbeats virtual wellness platform and district-level customization through the District Wellness Program. Increased participation and targeted programming contributed to lower-than-benchmark insurance

rate increases and enhanced health improvement funding for our employees. For these efforts, our U.S. team was recognized at the Gold Level for the Cigna Healthy Workforce Designation for the fourth year in a row.

To further facilitate employee participation, our Purolator Health Roadshow events have visited more than 30 terminals across Canada and the United States and engaged with more than 3,500 employees. These sessions increase awareness of available resources, strengthen relationships and gather feedback on opportunities for future program improvements.

- KEY LINKS
- [Purolator Health](#)
 - [Cleveland Clinic Canada](#)

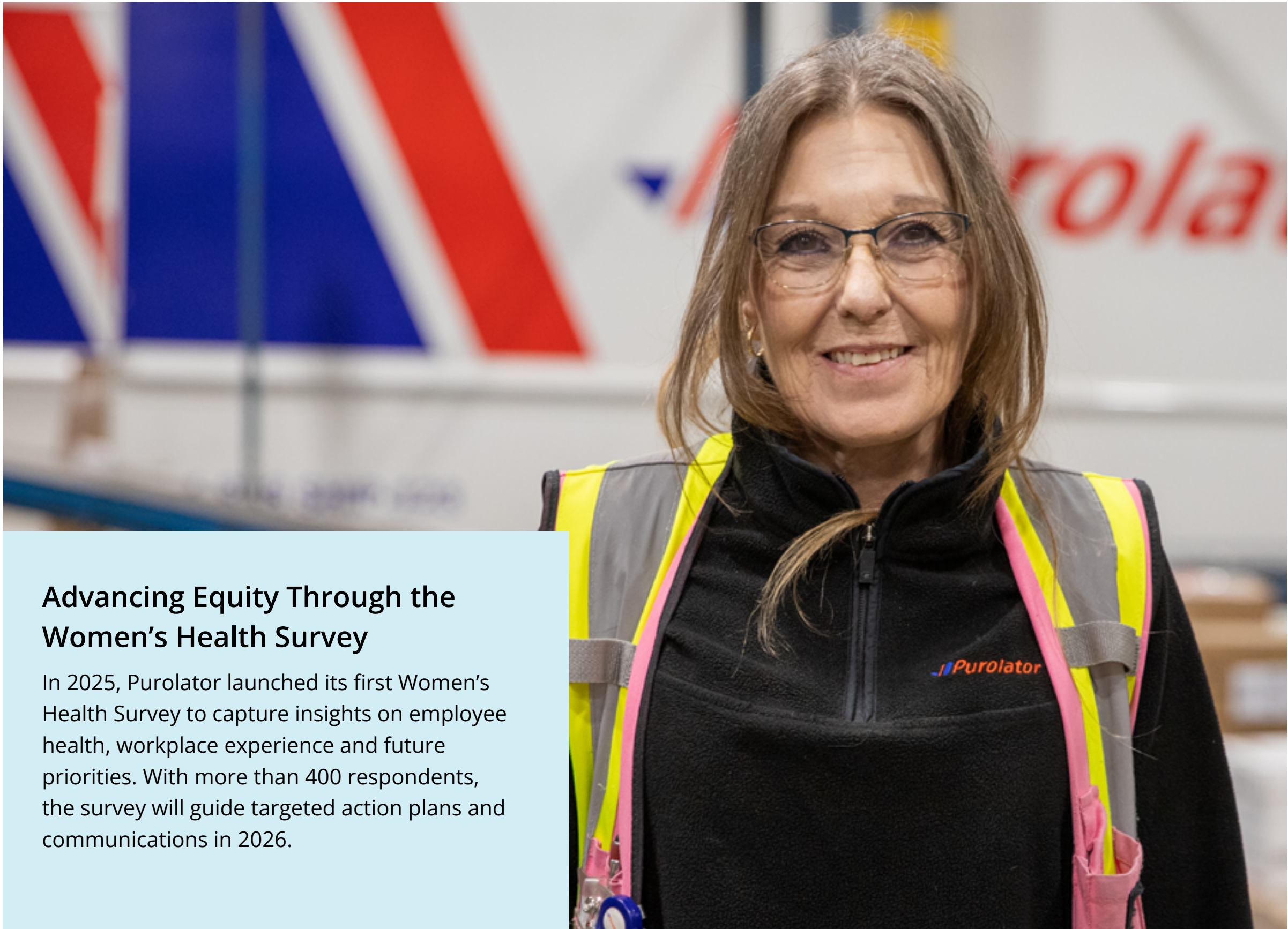


Healthy Workplace Month

In October 2025, Purolator celebrated Healthy Workplace Month with a multi-week campaign featuring daily activities, a virtual wellness challenge, live workshops and team-designed Health and Well-being Boards open to employees and their families. Stories from leaders and frontline employees helped normalize conversations about mental health and emphasized the shared responsibility of creating safe, supportive workplaces.

Physical Health

Physical health remains a core pillar of our culture and a collective responsibility across Operations, Health and Safety and Purolator Health. Each week, National Health and Safety calls feature health messages, program updates and opportunities to reinforce the connection between physical safety and psychological well-being for employees.



Advancing Equity Through the Women’s Health Survey

In 2025, Purolator launched its first Women’s Health Survey to capture insights on employee health, workplace experience and future priorities. With more than 400 respondents, the survey will guide targeted action plans and communications in 2026.



CASE STUDY

Proactive Prevention with Biometric Health Screening

Purolator continued to partner with Cleveland Clinic Canada to pilot biometric health screening in 2025 as part of a broader effort to shift employee health focus to prevention and early identification of chronic disease risk factors, such as diabetes and heart disease, rather than only responding once illness develops. Originally launched in 2024, the program allowed participants to review their results one year later, combining on-site biometric assessments with individualized virtual health coaching. This gave employees clear health insights and practical steps to encourage disease prevention.

The pilot delivered positive feedback and measurable health outcomes for employees. Participants reported

high satisfaction with the program, with 99 per cent of more than 580 total participants rating their experience as “Good” or better. Analysis completed by the University of Toronto showed that screening results demonstrated measurable improvements in cardiovascular indicators, including reduced blood pressure and cholesterol levels. These biometric screenings also surfaced previously unrecognized health risks, enabling employees to seek earlier support from primary care providers.

The pilot demonstrates how Purolator uses proactive, evidence-informed approaches to help employees understand their health risks earlier, take action sooner and build a foundation for long-term well-being.

580+

employees participated in the Biometric Health Pilot

99%

of participants rated their experience as “Good” or “Very good”



“To me, being a Mental Health First Aid Responder means offering a listening ear and a safe space for colleagues to open up. It is about breaking down stigma and creating a workplace where mental health matters as much as physical health. By working together, we can build a more compassionate and resilient team.”

Tara Hannah, Unit Manager and MHFA Responder

Mental Health and Psychological Safety

In 2025, we internally published Purolator’s Mental Health Strategy, a multi-year, evidence-informed framework aligned with the *National Standard of Canada for Psychological Health and Safety in the Workplace*. Developed collaboratively with employees, leaders and expert partners, the strategy focuses on awareness, early identification, improved access to care and leadership development to foster psychologically safe teams. This strategy reinforces mental health as a shared responsibility and positions Purolator as an industry leader in stigma reduction, equity and prevention-focused mental health support.



Building Internal Capacity: MHFA Responders and Leadership Training

Purolator continues to strengthen its mental health infrastructure through an expanding Mental Health First Aid (MHFA) network of more than 185 volunteer MHFA Responders and evidence-based leadership training across more than 100 locations. In 2025, we deepened suicide-prevention skills across the network through ASIST, SafeTALK and e-learning programs. These efforts led to the development of our Network of Safety, a role-based framework of Interventionists, Alert Helpers and Connectors that support early identification and connection to appropriate care.

Leadership training also remains a critical enabler. At the end of 2025, 110 directors and senior leaders had cumulatively completed the mandatory Workplace Mental Health Leadership certification. Additionally, more than 800 leaders have graduated

from The Working Mind for Managers training, embedded within the EVOLVE Manager Development program, ensuring both current and future leaders are equipped to support their teams. Independent evaluation confirmed statistically significant improvements in leader resilience and significant reductions in stigmatizing attitudes toward mental illness following the program. Leaders also demonstrated statistically significant improvements in attitudes related to workplace mental health culture.

Beyond formal training, our Refresh sustainment series reinforces practical skills through short, interactive videos and workshops focused on resilience, communication, belonging and burnout prevention.



Engagement Through Mental Health and Safety Week

In 2025, Mental Health and Safety Week shifted from awareness-building to hands-on engagement. Reinforcing Purolator’s “One Team” approach, programming included role-related activities, guided meditation, stretching sessions tailored for varied work environments and expert-led learning on resilience and energy management. We also hosted an event emphasizing the connection between mental health and injury prevention.

KEY LINKS

- [The National Standard for Psychological Health and Safety in the Workplace](#)

Diversity, Equity, Inclusion and Belonging (DEIB)

Purolator’s focus on DEIB is grounded in action, accountability and empowerment. As the organization navigated change in 2025, we remained focused on creating a workplace where every employee feels valued, respected and able to bring their authentic self to work. This priority is reflected in our MyVoice employee survey, where inclusion and belonging emerged as the highest-rated theme, reinforcing the impact of proactive listening and the importance of building a culture of trust and connection.

We maintain accountability through annual reporting aligned with Canada’s *Employment Equity Act*, tracking representation among women, Indigenous peoples, persons with disabilities and members of racial minority groups. Our Employment Equity report extends beyond these requirements to highlight our commitment to equity and inclusion in our processes, training and development for all employees.

Building on the insights from our June 2025 progress report, where we identified and addressed operational barriers, we are entering a new phase of intentional design, demonstrating that our commitment to accessibility is driven by a vision of inclusion, not just a reporting requirement. In 2026, we will launch our 2026 to 2029 Accessibility Plan, a multi-year roadmap featuring evolved commitments that prioritize the lived experience of our community. By publishing these goals and reporting on our ongoing progress on both internal and external platforms, we ensure transparency and hold ourselves accountable to the standard of a truly accessible and equitable environment.

RECOGNIZED AS A TOP 10 GLOBAL DEI TEAM BY ONCON

Our commitment extends to equitable hiring and talent development, including close collaboration across Purolator to diversify applicant pools and increase the number of women applying for management positions. These efforts help ensure

our workforce reflects the communities we serve and is prepared to lead through organizational transformation.

DEIB is integrated across Purolator through three key mechanisms. Employee Resource Groups (ERGs) provide community, connection and employee-led leadership, offering safe spaces for dialogue and helping shape programs and events that strengthen belonging. Fueled by more than 350 DEIB Champions, including 15 leader sponsors across our DEIB Councils and ERGs, Regional DEIB Councils extend this work across our operations network, encouraging local engagement and ensuring inclusion practices are tangible in day-to-day work environments. Anchoring these efforts is our DEIB Advisory Board, a cross-functional group of senior leaders who champion inclusion, guide strategy and reinforce accountability across their business areas.

Together, these interconnected structures help us embed inclusion into everything we do by strengthening our culture, supporting our people and ensuring we continue to lead with integrity and care through periods of change. In 2025, we were recognized as a Top 10 Global DEI Team by OnCon for our efforts in ensuring an inclusive workplace for all Purolator employees.

DEIB Strategy

To continue to build and embed a diverse and inclusive culture across Purolator, our DEIB strategy is centred on four pillars that drive our initiatives and performance.

In 2025, we advanced our DEIB efforts through new and ongoing partnerships that expand our expertise and champion employees across a wide range of identities and experiences. We initiated collaborations with Catalyst to advance gender equity, Indigenous Works to strengthen our approach to engaging and empowering Indigenous employees and Kudo to provide real-time French language interpretation and enhance accessibility.

We continued our longstanding partnerships with Ready, Willing and Able, Pride at Work Canada and the Canadian Centre for

Diversity and Inclusion, leveraging resources that facilitate inclusive hiring and everyday inclusive behaviours. In the United States, we maintained our partnership with Circa to broaden access to diverse talent pools and commemorative resources.

Leadership engagement remains central to the success of our DEIB strategy. Our DEIB Advisory Board meets quarterly to review progress, champion initiatives and elevate inclusion across functions.

2026 DEIB Priorities

In 2026, we will continue incorporating DEIB into the everyday experience of our people through four priority areas:

- Strengthening Leader Engagement**
We will enhance leadership visibility, responsiveness and action based on employee feedback.
- Metrics and Transparency**
We will expand tracking and insights through our DEIB Dashboard to monitor progress and ensure accountability.
- Learning and Self-Service Support**
We will broaden access to DEIB learning resources and update leadership training to support inclusive decision-making.
- Operational Integration and Compliance**
We will deepen DEIB integration across our operations, elevate the impact of Employee Resource Groups, launch our 2026–2029 Accessibility Plan and advance compliance with *Bill 96: Charter of the French Language*.

DEIB Strategy
Recruitment and Retention
Advancing talent equity by broadening diverse talent pipelines and fostering fair, inclusive practices that support equitable career growth
Outreach and Communication
Proactively engaging diverse communities and clearly communicating and fostering meaningful engagement to build inclusive relationships both internally and externally
Learning and Development
Implementing initiatives that address learning needs, professional development and specialized DEIB training to foster an inclusive workplace
Leadership Accountability
Leadership driving DEIB by fostering inclusion, taking action and ensuring accountability by measuring progress

DEIB Employee Engagement

Purolator creates intentional opportunities for employees to connect, learn and see themselves reflected in our culture.

In 2025, our DEIB team conducted 30 field visits to engage frontline teams directly to build skills and gather insights. These visits were designed to train managers, connect one-on-one and better understand their daily experiences. By meeting employees in their own spaces, we created opportunities to hear their voices, foster meaningful conversations and share practical tools. These efforts reached more than 2,000 colleagues, helping them recognize and honour the diverse experiences that strengthen our organization.

We also highlighted stories that celebrate inclusion, including Black History Month spotlights, Pride profiles and National Accessibility Week videos.

2,000+

employees engaged in DEIB through 30 field visits across Canada and the United States

Our ERGs continue to play a central role in building belonging and fostering community-led leadership, with an emphasis on reducing the gender barriers in operations, logistics and technology. In 2025, the Women in Operations Network hosted its annual Compass workshop with more than 60 participants, celebrating the contributions of women across our operations. Women in Logistics created a space for career conversations through Q and A sessions with senior women leaders and a monthly spotlight series. Techquity expanded technology development opportunities through a job-shadow program that trained 21 IT team members. Our Women@Purolator ERG focused on the inclusion of women and allies in all functions

of the company and drew more than 250 participants in its inaugural keynote and panel event. We also launched our newest ERG, Purolator Pride Network, informed directly by feedback gathered from employees during field visits, to strengthen connection and development for 2SLGBTQ+ team members and their allies.

Across the country, our Regional DEIB Councils continued reinforcing inclusion into daily operations through local engagement, education and culturally impactful programming. To highlight a few regional activities, the Metro Council brought together more than 100 team members for an inclusive spring basketball tournament. The Prairies and Quebec Regions shared monthly educational materials celebrating cultural and heritage events, while Quebec colleagues also hosted a district-wide soccer tournament that fostered connection within operations teams.

Teams across Purolator also continued to advance their understanding and reflection on Truth and Reconciliation. In Northeastern Ontario, employees joined a virtual session with Dr. Cynthia Wesley-Esquimaux on reconciliation in transportation and logistics, where thoughtful discussions were held about identity, leadership and tangible action. In the Pacific region, linehaul drivers completed their fourth annual commemorative drive along the Highway of Tears to the Kitsumkalum First Nation totem pole, in remembrance of survivors and those who did not return from residential schools in the area.

Complementing these regional actions and in recognition of the 10-year anniversary of the Truth and Reconciliation Commission (TRC), the Social Justice Movie Club hosted an accessible screening of Reflect on the TRC’s Calls to Action – 10 Years Later, featuring reflections from former TRC members Dr. Marie Wilson and Ry Moran. The session highlighted national progress, the continued work ahead and the importance of Indigenous voices. It also encouraged employees to consider practical ways to contribute to reconciliation in their daily work and communities. Together, these initiatives strengthened awareness across our

workforce and reinforced Purolator’s commitment to Truth and Reconciliation.

At our Head Office, employees celebrated culture through a street-festival-style event and marked the International Day of Persons with Disabilities with a visit to a Brampton school to discuss life-skills. The Purolator International Council organized a virtual Juneteenth panel and a salsa event for Hispanic Heritage Month, while the Northeast Ontario Council brought DEIB awareness to new terminals, ensuring inclusion is reinforced from the first day teams come together.

350+

DEIB Champions, including 15 leader sponsors across our DEIB Councils and ERGs



5 GENDER EQUALITY

34%

of leadership roles¹ held by women

Across these activities, Purolator employees showed how inclusion is brought to life through curiosity, connection and shared leadership. By creating spaces to learn, honour lived experiences and empower one another, our teams are helping shape a workplace where everyone can thrive, lead with empathy and impact through change.

1. Leadership is defined as director level positions and above.

DEIB Learning and Development

As Purolator continues to lead through change, we expanded inclusive learning to empower employees and support leaders with the skills needed in our evolving workplace.

As part of our ongoing approach to embedding inclusion across Purolator, we continued delivering DEIB training for frontline managers and support teams in 2025. DEIB content also remained integrated within our EVOLVE leadership program, ensuring inclusive leadership remains central as our organization transforms.

We also broadened access through 20 microburst learning sessions, supported by real-time French language interpretation. These short sessions addressed emerging topics, from human trafficking in transportation to meaningful land acknowledgements and supporting transgender and non-binary colleagues. DEIB learning was further embedded into our regional Operations meetings and our Sales and Procurement Summits to strengthen inclusive leadership across key functions.

To empower employees championing inclusion, we invested in targeted professional development. Our virtual DEIB Town Hall focused on inspiring change through peer-to-peer influence, while participation in the Catalyst enERGize Summit and Black Talent Initiative's Navigate Summit strengthened ERG and DEIB leaders' capabilities through networking, shared best practices and tools to advance inclusive leadership across the organization.

Together, these learning opportunities strengthened our collective capability to lead with empathy and create more inclusive experiences across Purolator.

DEIB Communication and Outreach

Effective communication is essential to advancing a culture of inclusion at Purolator. Throughout the year, we expanded the tools and touchpoints that help employees connect with DEIB principles in practical, accessible ways.

Our Monthly DEIB Playbook provides people leaders across frontline and corporate teams with bite-sized guidance to encourage impactful conversations and build awareness.

We also use digital screens across our network to highlight monthly commemorative moments, share educational content and reinforce our initiatives for inclusive action.

Our DEIB Newsletter continues to be an important channel for sharing updates on council and ERG initiatives, as well as tools that employees can apply in their day-to-day work. To ensure frontline teams are heard and supported, we conducted field visits to various hubs, terminals and offices to create space for open dialogue and deepening our understanding of inclusion from their perspective. These conversations help us tailor resources and highlight the inclusion work already taking place in these critical roles.

KEY LINKS

- [Diversity and Inclusion at Purolator](#)
- [Employment Equity Act \(S.C. 1995, c. 44\)](#)
- [Purolator's Accessibility Plan](#)
- [Annual Accessibility Progress Report](#)
- [Bill 96: Charter of the French language](#)
- [Indigenous Works](#)
- [Ready, Willing and Able](#)
- [Catalyst](#)
- [Pride at Work Canada](#)
- [Women in Trucking](#)
- [Truth and Reconciliation Commission of Canada](#)



Fostering a culture of inclusion and belonging isn't a program; it's a shared responsibility held by every Purolator employee. When our employees feel valued and respected, we do more than build a healthy workforce; we create an environment that attracts and retains top talent which fuels our competitive edge. Inclusion isn't just what we do or a nice to have; it's who we are."

Shaquana Burton, Director, DEIB

03

Planet

Purolator’s ambition is to be Canada’s greenest courier. Guided by our Corporate Environmental Policy, we uphold high standards of environmental stewardship across our operations. Through continuous improvement, we work to enhance energy efficiency, lower greenhouse gas (GHG) emissions and reduce waste in our operations. We regularly assess our environmental impact and invest in solutions that contribute to our long-term environmental sustainability goals.

IN THIS SECTION

Climate Change and GHG Emissions	29
Climate Risks and Opportunities	31
Electrifying Our Fleet	32
Facilities and Infrastructure	35
Circular Economy and Waste	37

KEY LINKS

- [Purolator’s Corporate Environmental Policy](#)
- [Purolator’s Commitment to Environmental Sustainability](#)
- [Purolator’s 2025 GHG Verification Statement](#)

10%

reduction in total absolute GHG emissions (2020 base year)

5M+

litres of renewable diesel deployed in 2025



Delivering for Our Planet

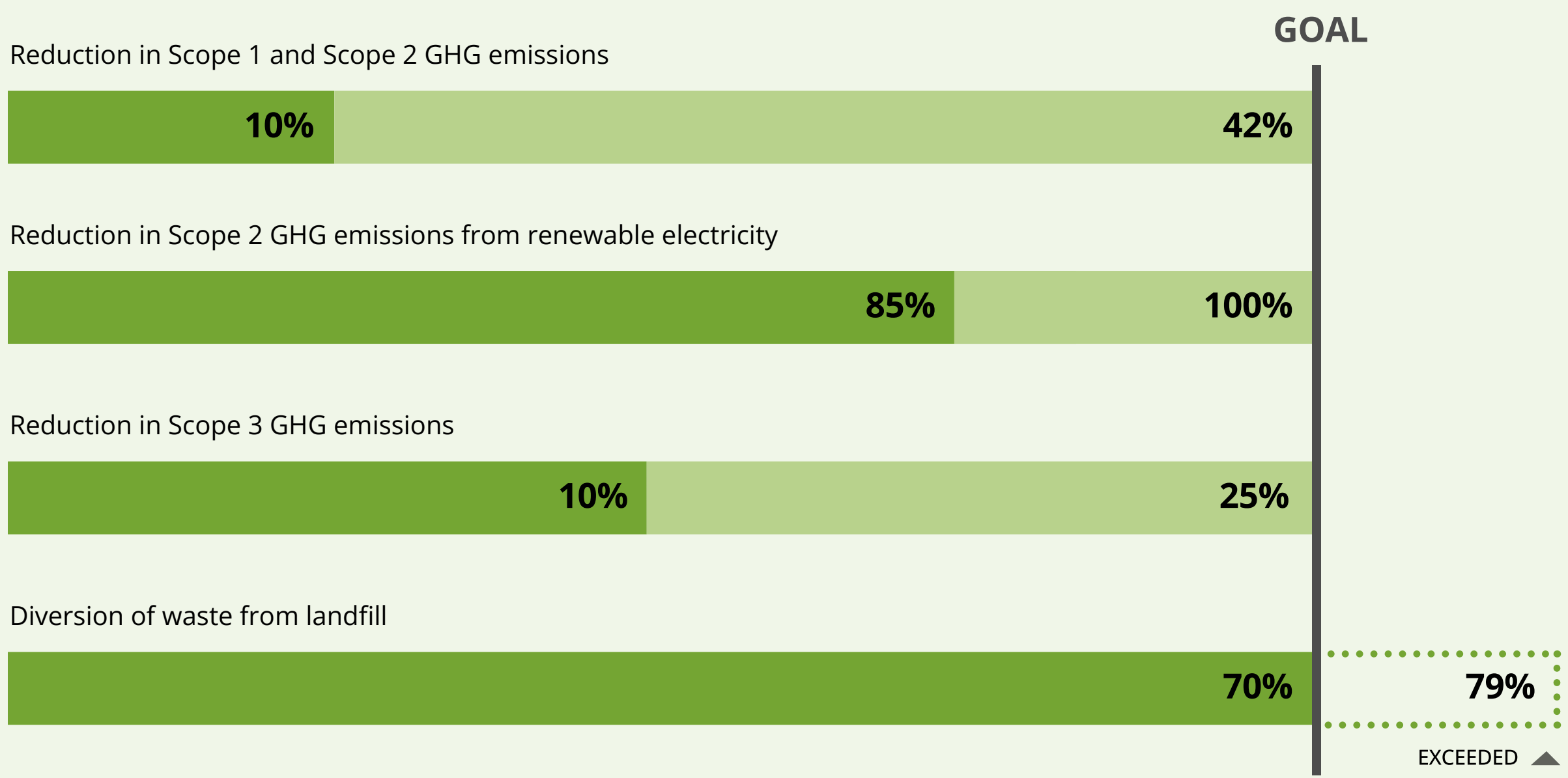
Through fleet electrification, operational efficiency, waste reduction and championing innovative solutions, we actively measure and reduce our carbon footprint.



OUR STRATEGIC PRIORITIES

- Modernizing our Facilities**
Designing energy- and resource-efficient facilities and procuring renewable electricity.
- Driving with Lower Impact**
Reducing GHG emissions through alternative-fuel vehicles, route optimization, renewable fuels and rail.
- Circular Economy**
Minimizing landfill waste in our operations through reduction, reuse, recycling and donation.
- Innovation in Action**
Investing in and piloting lower-carbon technologies and solutions.

OUR 2030 GOALS¹



OUR 2025 PROGRESS

- 3.5M+ kilometres** reduced through route optimization
- 12% electrification** of last-mile delivery vehicles
- 550+ all-electric vehicles** deployed, including last-mile trucks, e-bikes and low-speed vehicles
- 27%** of total diesel use replaced by renewable fuel

1. All goals are from our 2020 base year and are science-based

Climate Change and Greenhouse Gas (GHG) Emissions

Purolator is committed to doing our part to avoid the worst impacts of climate change by setting clear, science-based goals that put us on a credible path to net-zero by 2050. Our goals, approved by the Science Based Targets initiative (SBTi), are based on a 2020 baseline and guide measurable action across our business.

Despite ongoing industry volatility and network transformation in 2025, we continued to work toward reducing our GHG emissions by expanding our alternative-fuel vehicle fleet, sourcing renewable fuels and electricity, optimizing our network and minimizing waste. We also worked with partners across our value chain and provided GHG emissions reporting services to our customers, supporting their reporting requirements and goals.

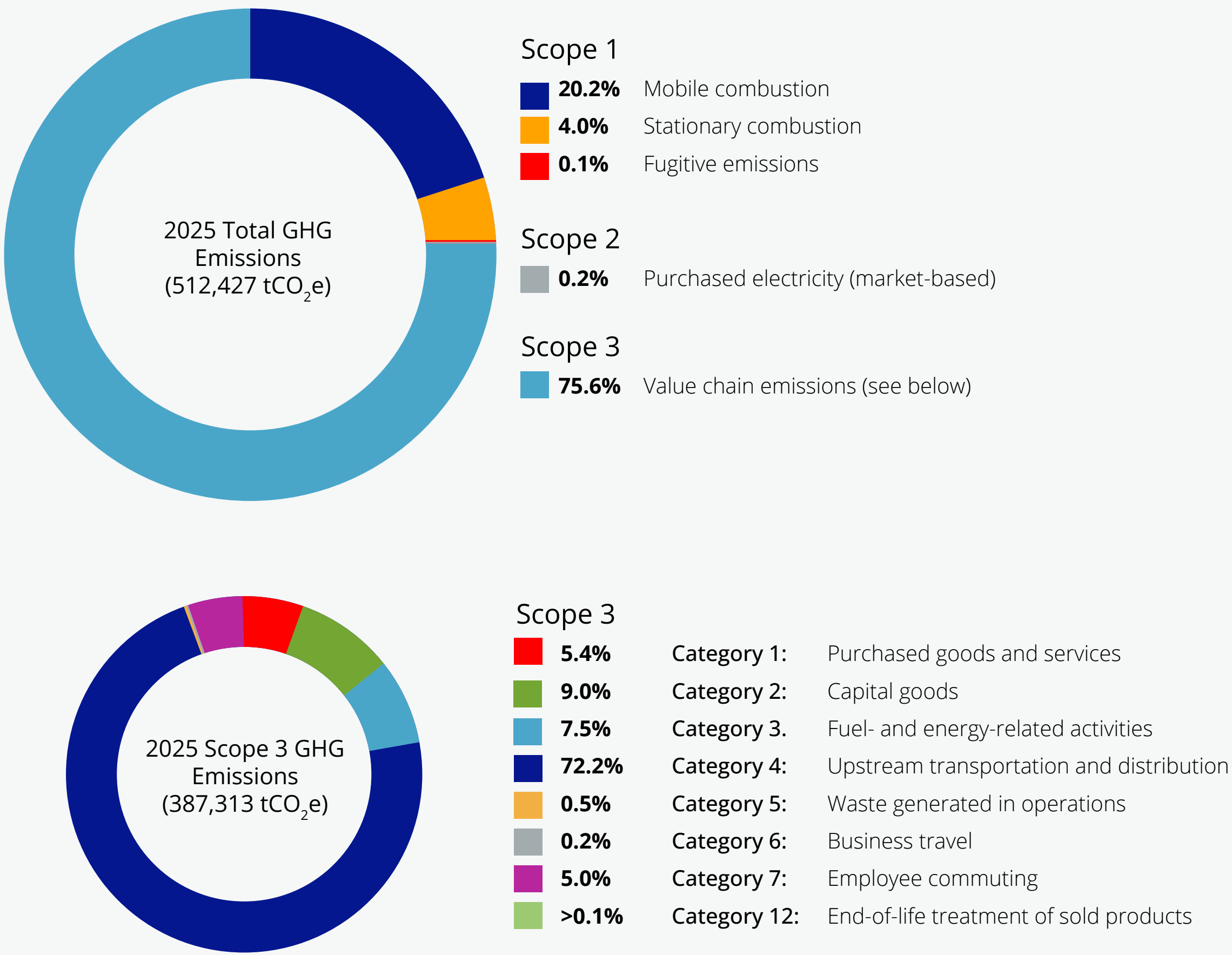
Each year, we complete a comprehensive GHG emissions inventory covering more than 95 per cent of our total GHG emissions across Scope 1, Scope 2 and eight material Scope 3 categories. Prepared in accordance with ISO 14064-1, the GHG Protocol Corporate Standard and the Global Logistics Emissions Council (GLEC) Framework, our inventory is independently verified to ISO 14064-3. This annual process improves our GHG emissions insights, informs priority actions and facilitates ongoing performance monitoring.

In 2025, we transitioned our GHG emissions inventory management to the Salesforce Net Zero Cloud platform, enabling more streamlined data collection, stronger auditability and enhanced trend and scenario analysis to inform decision making across our decarbonization program.

- KEY LINKS
- [Purolator's 2025 GHG Verification Statement](#)
 - [Purolator's 2025 Disclosure Index](#)
 - [GHG Protocol Corporate Standard](#)
 - [Global Logistics Emissions Council \(GLEC\) Framework](#)
 - [ISO 14064-1 and ISO 14064-3 Standards](#)



2025 GHG Emissions Inventory



2025 Scope 3 GHG Emissions
(387,313 tCO₂e)

5.4%

9.0%

7.5%

72.2%

0.5%

0.2%

5.0%

>0.1%

Category 1:

Purchased goods and services

Category 2:

Capital goods

Category 3:

Fuel- and energy-related activities

Category 4:

Upstream transportation and distribution

Category 5:

Waste generated in operations

Category 6:

Business travel

Category 7:

Employee commuting

Category 12:

End-of-life treatment of sold products

13 CLIMATE ACTION

10%

reduction in total GHG emissions (2020 base year)

GHG Emissions Reduction Goals

As approved by SBTi, we are working toward the following short- and long-term GHG emissions reductions goals. All goals are based on a 2020 base year.

Short-term 2030 Goals:

- 42.7% reduction in absolute Scope 1 and 2 GHG emissions by 2030
- 100% increase in annual electricity sourced from renewable electricity by 2030
- 25% reduction in absolute Scope 3 GHG emissions from select activities¹ by 2030

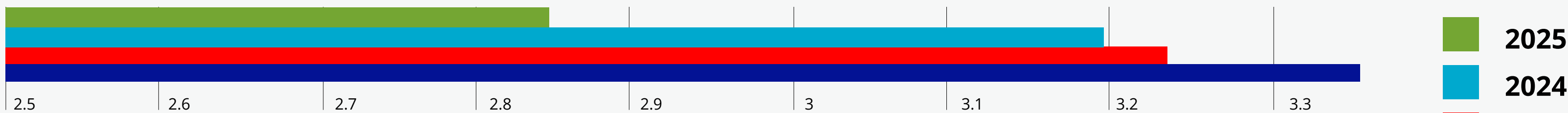
Long-term 2050 Goals:

- Net-zero GHG emissions across our value chain by 2050
- 90% reduction in absolute Scope 1 and 2 GHG emissions by 2050
- 90% reduction in absolute Scope 3 GHG emissions by 2050

In 2025, Purolator made steady progress toward our interim 2030 goals. Compared to a 2020 base year, our absolute Scope 1 and Scope 2 GHG emissions decreased by 10 per cent, while our Scope 3 GHG emissions also decreased by 10 per cent. These reductions correspond to a 31 per cent decrease in GHG emissions per dollar of revenue and a 15 per cent decrease per package delivered compared to 2020.

Compared to 2024, our Scope 1 GHG emissions increased by 3.6 per cent. This was driven primarily by higher natural gas consumption during colder winter conditions and increased diesel use from nearly 10 per cent more packages delivered. These increases occurred within a volatile operating environment that included several periods of network disruption affecting fuel

GHG emissions intensity (tCO₂e / 1,000 packages)²



GHG emissions intensity (tCO₂e / \$MM revenue)²



consumption across operations. Despite the increase in natural gas and diesel consumption, Scope 1 GHG emissions were partially mitigated by lower gasoline consumption, reflecting our continued progress in fleet electrification and route optimization.

Due to Purolator’s continued investment in renewable electricity, Scope 2 GHG emissions continued to decline despite higher electricity consumption from EVs and business growth.

Net-Zero Challenge

Purolator strengthened its climate leadership by joining the Government of Canada’s Net-Zero Challenge in 2025, a voluntary initiative supporting organizations in developing transparent and credible pathways to net-zero. We achieved Platinum Participation Tier status, recognizing the maturity of our climate program and the progress already achieved. Participation in the Net-Zero Challenge reinforces our long-term decarbonization strategy and improves transparency as expectations for climate disclosure and accountability continue to evolve.

Customer GHG Emissions Reporting

Purolator provides customers with GHG emissions reporting aligned with the Global Logistics Emissions Council (GLEC) Framework methodology. This methodology offers a

standardized and transparent method for calculating logistics GHG emissions across multimodal supply chains. This methodology also works in tandem with the GHG Protocol and CDP Corporate Disclosure requirements for disclosing companies. Using primary and secondary data, we derive GHG emissions intensities for air, ground and terminal operations and apply these intensity factors to shipment weight and distance to calculate customer-specific GHG emissions.

Our enhanced reporting in 2026 will capture Purolator’s full suite of services across all transportation modes, geographies and shipment legs. These calculations will incorporate the benefits of our decarbonization initiatives, including EVs and renewable fuels, and will be performed at the individual shipment level. This increased transparency and granularity will help inform our customers’ decarbonization planning and goals and reinforces Purolator’s position as a trusted supply chain enabler.

KEY LINKS

- [Science-based Targets initiative](#)
- [Net-Zero Challenge](#)
- [Global Logistics Emissions Council \(GLEC\) Framework](#)



Science-based GHG emissions reduction goals give us a clear, credible path to driving real climate impact. By aligning our goals with the latest climate science, we hold ourselves accountable, focus our investments where they matter most and accelerate our progress toward a net-zero future.”

Cindy Bailey, Vice President,
Corporate Sustainability

1. This goal includes activities for Scope 3 Categories 2, 3 and 5 (Fuel- and energy-related GHG emissions, Upstream transportation and distribution and Waste generated in operations).
2. GHG emissions intensity is not disclosed for 2021 and 2022, as Purolator’s GHG emissions reporting is based on a 2020 base year and, consistent with our restatement approach, historical data is not restated beyond three years.

Climate Risks and Opportunities

Purolator is committed to identifying and mitigating our climate-related impacts, in line with the Canadian Sustainability Disclosure Standards (CSDS) S2 reporting requirements, which incorporates the Task Force on Climate Related Financial Disclosures (TCFD). Our Corporate Sustainability, Risk Management and Legal teams collaborate and engage with cross-functional business units to identify material climate-related risks and opportunities relevant to our industry.

Risks and opportunities are evaluated and prioritized during Purolator’s annual Enterprise Risk Assessment (ERA) and categorized based on their potential adverse effects and likelihood of occurrence.

We consider our climate-related risks and opportunities for physical climate events and the transition to a lower-carbon economy across short (0-1 year), medium (1-5 years) and long-term (5-10 years) time horizons.

Purolator’s Climate Risks and Opportunities

We identified the following climate-related risks and opportunities that have potential to financially impact our business.

Acute Physical Risks

- **Damage and Losses:** Extreme weather can damage our facilities, fleet and operations.

- **Operational Disruption:** Severe storms can disrupt logistics, reduce productivity and impact service.

Transition Risks and Opportunities

- **Policy and Legal:** New climate policies and carbon pricing can impact operating costs.
- **Technology:** Transitioning to alternative-fuel vehicles and infrastructure requires significant investment and change management and carries availability, operational (including safety) and financial risks associated with rapidly evolving technology.
- **Market:** Rising customer demands for lower-carbon services can create competitive pressure, while strong sustainability leadership can boost brand value and open new markets.
- **Innovation:** Lower-carbon solutions (e.g., lower-carbon transportation, sustainable packaging) can drive new revenue.

- **Efficiency:** Fuel reduction and energy-efficiency initiatives can reduce operating costs.
- **Geopolitical Uncertainty:** Trade and tariff changes may create uncertainty across the supply chain.
- **Talent and Customer Attraction:** Strong climate commitments and shared values help attract and retain employees and customers.
- **Resilience:** Building climate-resilient operations enhances long-term stability and stakeholder confidence.
- **Reputation:** Higher expectations for credible climate actions and reporting can increase the risk of reputational impacts.

Climate Resilience Strategy

In response to the risks and opportunities identified, Purolator is implementing resilience strategies to reduce our exposure and vulnerability to climate-related financial impacts. We fortify our resilience to physical risks through business continuity planning, to ensure swift activation of alternative operations at our sites during natural disasters or extreme climate events. We also adapt our transportation services as needed to minimize service impacts and ensure safety. These plans are reviewed and revised every six months to maintain effectiveness and enable quick response time by our operations staff.

Our strategy to address transition risks and opportunities is synonymous with our GHG emissions reduction strategy. Particularly, our transition to lower-carbon transportation services is integral to enhancing our resilience against key policy, legal and market transition risks identified for our business. Purolator’s fleet decarbonization strategy and roadmap are anchored in data-driven GHG emissions reduction initiatives that require annual financial investments in alternative-fuel vehicles, infrastructure and renewable fuels. The roadmap is dynamic and evolves each year as new technologies and solutions become available in our sector.

Continued investment in fleet electrification and the adoption of renewable fuels drive GHG emissions reductions and increased customer interest in Purolator’s climate strategy. Our focus will remain on delivering lower-carbon solutions as a means of retaining and attracting new customers. Purolator will continue to embed climate-related risk management into our long-term business strategy and financial planning with guidance from our Environmental, Social and Governance (ESG) Committee.

As we advance our environmental sustainability efforts, we understand that identifying and evaluating our climate-related risks and opportunities will be a multi-year process for our organization. We are exploring opportunities to incorporate climate scenario analysis into our climate risk assessment as we refine our approach over time.

KEY LINKS

- [Purolator’s 2025 Disclosure Index](#)
- [Risk Management](#)
- [Climate Change and GHG Emissions](#)



Electrifying Our Fleet

As part of adapting our network for long-term decarbonization and operational resilience, Purolator is continuing to advance the electrification of our last-mile delivery fleet. Alongside fleet electrification, we are implementing a range of lower-carbon solutions, including the use of renewable fuels, route optimization, alternative modes of transport and aligning vehicle deployment with route and duty-cycle requirements.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



550+ EVs

deployed across Canada

Purolator has expanded the electrification of its last-mile delivery operations through continued investment in both EVs and infrastructure. In 2025, electric charging infrastructure was installed at eight additional terminals, for a total of 17 sites, with more than 825 chargers installed across our network. During the same period, 274 all-electric delivery trucks were added to the fleet. We also purchased 50 new e-bikes, resulting in e-bike replacements and the addition of new routes. Our e-bikes and low-speed vehicles (LSVs) operate in major urban centres including Toronto and Ottawa, Ont., Vancouver, B.C., and Montréal, Que. To date, our investment has brought our total EV fleet to more than 550 vehicles across Canada.

Our expanding EV fleet contributes to lowering local air pollutants such as nitrogen oxides and airborne particulate matter, improving air quality, reducing GHG emissions and noise and creating a more comfortable work environment for our drivers. In 2025 alone, we delivered more than seven million packages on our all-electric last-mile vehicles.

As we progress toward our 2030 goals, we continue to refine our decarbonization roadmap based on insights gained through ongoing deployments and evolving technologies and solutions. The roadmap is reviewed and updated on a regular basis to ensure investments are aligned with operational needs and deliver maximum benefits to the business. As technologies evolve and mature, this approach allows us to remain flexible while thoughtfully incorporating opportunities for improvement.

In addition to electrifying our last-mile vehicles, we have electrified more than 55 forklifts in our warehouses and 17 tugs in our air operations. The tugs transport packages between the terminal and aircraft and can pull up to 45,000 pounds, typically handling loads of about 4,000 pounds. Each electric tug reduces annual GHG emissions by approximately five tonnes of CO₂e, roughly a 90 per cent reduction per tug.

In 2025, Purolator added nine new all-electric tugs to our Richmond, B.C. air operations with operational deployment in early 2026. Looking ahead, we plan to expand all-electric ground-support equipment across more air terminals in 2026, reinforcing our commitment to a lower-carbon air network.

7M+

packages delivered through our all-electric last-mile delivery operations

Electrification Partnerships

Purolator’s fleet electrification and decarbonization efforts are advanced through support from strategic partnerships, collaborations and participation in industry forums.

Our infrastructure partner, CIMA+, enabled the transition to EVs by delivering facility assessments, engineering and design services, utility coordination and assistance with the deployment of charging infrastructure at terminals across Canada. We also used Flipturn and Siemens charging management software as part of our approach to improving the reliable operation and scalability of EV charging infrastructure. Together, these platforms provide dynamic power management capabilities that help manage electrical loads, mitigate peak demand exposure and ensure consistent vehicle readiness. We also work closely with electric vehicle manufacturers such as Workhorse (formerly Motiv) and Trivel to procure vehicles that meet our operational needs including range, payload and capacity.

Meanwhile, our engagement with Natural Resources Canada continues to support our deployment of EV charging infrastructure. Through the federal Zero Emission Vehicle Infrastructure Program, we received financial assistance for more than 500 Level 2 and 25 Level 3 chargers.

Starting in 2025, Purolator began generating and selling carbon credits under British Columbia’s Low Carbon Fuels Standard and the Government of Canada’s Clean Fuel Regulations with funds being reinvested into the electrification program.

As a key player in the Canadian logistics and transportation sectors, Purolator also continues to engage in key industry groups that advance the transition to lower-carbon transportation. As a founding member of the Pembina Institute’s Urban Delivery Solutions Initiative, we contribute to a national network of businesses and environmental organizations focused on advancing efficient, low-carbon urban freight systems in Canadian cities. We are also a member of Electric Mobility

Canada, a national industry association that advocates for policies and initiatives that accelerate electric transportation and strengthen collaboration across the sector. Purolator is also an active member of the ACT Fleet Forum, a peer network of leading fleet operators and early adopters of clean vehicle technologies. Through this forum, members share best practices and real-world case studies that facilitate innovation and help advance the broader adoption of low- and zero-emission transportation solutions.

KEY LINKS

- [Urban Delivery Solutions Initiative](#)
- [Electric Mobility Canada](#)
- [ACT Fleet Forum](#)



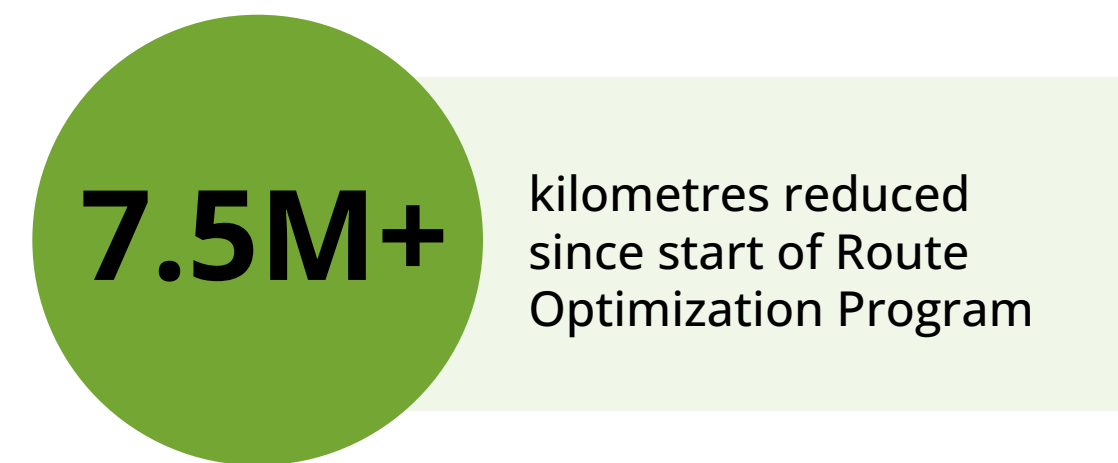
Electrifying our fleet is only possible through strong collaboration with our partners. By working together to scale the right technology, infrastructure and innovation, we can accelerate our transition to cleaner transportation and make meaningful progress on our path to a lower-carbon network.”

Imtiaz Gillani, Senior Manager, Enterprise Project Management Office - Portfolio Lead

Improving Route and Transportation Efficiencies

In addition to transitioning to alternative-fuel vehicles, Purolator continues to reduce fuel consumption across our operations by using telematics to monitor vehicle performance and reinforce optimal driving behaviour. Insights such as idling, braking patterns and payload characteristics inform targeted actions that improve fuel efficiency, vehicle longevity and alignment between routes and operational needs. We also incorporate fuel-saving technologies, including low-rolling-resistance tires, vehicle telematics and speed limiters. As well, we use network optimization software to drive efficiencies in our middle mile operations.

Within our network we continue to innovate through digital technologies such as advanced sort logic, sort automation and route optimization. Together these solutions make our operations more efficient and lower our environmental impacts.



Guided by the Operations Process and Performance team, more than 70 per cent of all delivery stops have been optimized using our latest route-planning technologies. Since launch, our Route Optimization Program has reduced more than seven million kilometres of travel and two million litres of fuel, with more than three million kilometres reduced in 2025 alone, contributing to our efforts to lower our GHG emissions.

In 2025, we expanded dynamic route optimization to our Laval and Gatineau, Que.; London, Ont.; and Edmonton South, Alta. terminals. This dynamic functionality provides couriers with an optimized delivery sequence on their scanners and leverages live stop data, including call-in pickups, to generate clear, efficient job lists. These capabilities allow teams to maximize route efficiency during high volume periods thereby reducing fuel use and daily vehicle requirements.

Looking ahead to 2026, we will leverage dynamic route optimization at additional terminals and apply advanced planning tools for operations beyond last-mile delivery in strategic markets.

Expanding Use of Intermodal Rail

Since 2023, Purolator's Road to Rail program, in partnership with major national rail providers CPKC Rail and CN Freight, has played an important role in reducing GHG emissions across our national ground transportation network.

Purolator continued expanding its shift from road to rail by introducing new lanes and extending rail service to additional destinations in 2025, such as Moncton, N.B., and Port Kells and Burnaby, B.C. Through these efforts in 2025, Purolator reduced the GHG emissions of these trips by approximately 80 per cent as compared to ground transportation.

Renewable Electricity

Renewable electricity plays an important role in helping us achieve our 2030 goals, including 100 per cent renewable electricity use by 2030. Through on-site generation and our investment in renewable electricity, we are further reducing our Scope 2 GHG emissions each year.

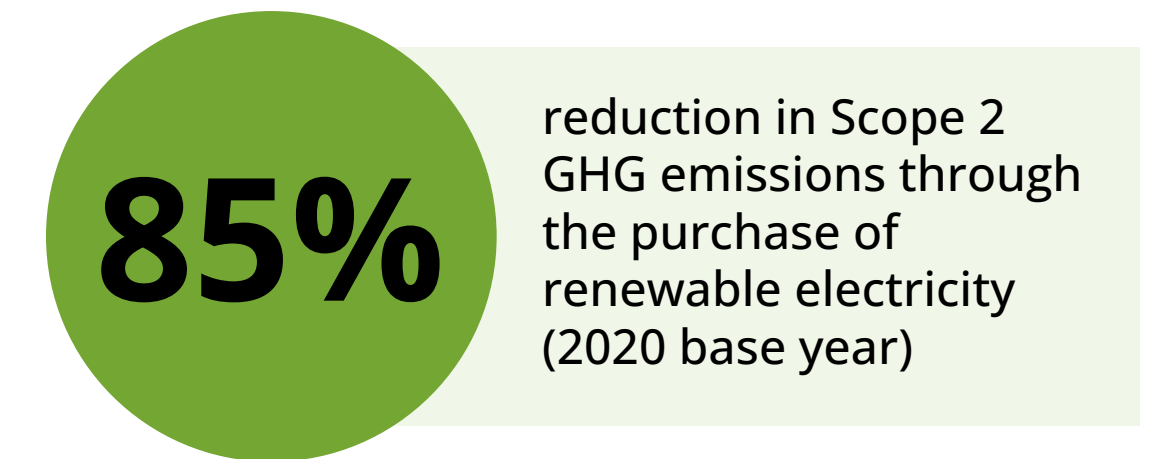
In 2025, Purolator continued its partnership with Bullfrog Power to drive the development of sustainable, renewable energy infrastructure across Canada. While continuing to purchase renewable electricity certificates (RECs) for our operations in Nova Scotia, New Brunswick, Saskatchewan and Alberta, we also expanded our purchases to include a portion of our electricity use in Ontario.

Bullfrog's electricity is a blend of wind, solar and low-impact hydro power sourced from new Canadian renewable energy facilities. Our REC purchases in 2025 were sourced from various renewable electricity generation projects, including the Ellerhouse Wind Farm in Nova Scotia, the Burdett and Yellow Lake Solar Facility in Alberta and the Wind Energy Institute of Canada's R&D Park on Prince Edward Island. In 2026, Purolator will continue its investment in renewable electricity by expanding our purchases to other regions.

Bullfrog Power also contributes to ethical and community-based renewable energy projects by providing investment grants, project debt financing and equity capital.

KEY LINKS

- [Delivering progress: Purolator and Bullfrog Power partner for a decarbonized future](#)



Renewable Fuels

To reduce our middle-mile GHG emissions, Purolator uses renewable diesel in place of conventional diesel. The use of renewable fuel significantly reduces the lifecycle GHG emissions associated with conventional fuel consumption and enables near-term GHG emissions reductions across our operations.

As our ability to deploy these fuels depends on local supply and the capacity of producers, we actively engage with our fuel suppliers, governments and industry associations to secure these fuels and promote knowledge sharing among producers, distributors and end users.

In partnership with 4Refuel, we have deployed renewable diesel at three terminals within the B.C. Lower Mainland, four sites within the Greater Montréal Area and at our National Hub in Mississauga, Ont. As of December 2025, renewable diesel represents approximately 27 per cent of Purolator’s total diesel use. In 2026, Purolator will continue to work closely with our fuel partners to further deploy renewable diesel and other renewable fuels as they become available.

Sustainable Aviation Fuel

In 2025, Purolator continued to use Shell Canada Products’ Avelia Platform for Sustainable Aviation Fuel (SAF) to support the decarbonization of our air freight operations. Through the platform, we secured 105,600 litres of SAF, which were deployed at the Vancouver International Airport in Richmond, B.C. This investment reflects Purolator’s ongoing efforts to support the development and adoption of sustainable aviation fuels across the air freight value chain.

“Renewable fuels are a vital part of our roadmap. By integrating these lower-carbon alternatives across our highest-impact fleet operations, we can achieve meaningful GHG emissions reductions today while zero-emission technologies continue to scale. This enables real progress toward our goals as we transition to a low-carbon future.”

Joseph Palladino, Manager, Energy and Sustainability

CASE STUDY

Driving Fleet GHG Emissions Reductions through 4Refuel Partnership

To advance our ambition to reduce fleet emissions, Purolator is expanding the use of renewable diesel through a strategic collaboration with 4Refuel, a national leader in on-site fuel delivery. Renewable diesel, also known as hydrogenation-derived renewable diesel, is a low-carbon, drop-in fuel produced from renewable and/or recycled feedstocks such as vegetable oils, fats or other biomass. Since it conforms to the same fuel standard as conventional diesel, it can be used in our existing vehicles without modifications, equipment changes or impacts to performance, making it a valuable solution for heavy-duty fleet applications.

As we scale zero-emission vehicles where feasible, renewable diesel plays a critical role in reducing GHG emissions from heavy-duty vehicles, including Class 8 tractors, which are more difficult to electrify. In 2025, Purolator consumed more than five million litres of renewable diesel, reducing our Scope 1 GHG emissions by over 5,600 tonnes of CO₂e. This allows us to achieve meaningful GHG emissions reductions today, while we continue to advance our longer-term transition to alternative-fuel vehicles.

5M+ litres of renewable diesel deployed in 2025

27% of total diesel use transitioned to renewable alternatives



Advancing Operational Efficiency in Our Facilities

From our hubs and terminals to our retail locations and corporate offices, improving the environmental performance of our facilities is a core component of our sustainability strategy and our GHG emissions reduction program.

Sustainable Design Principles and Green Building Guidelines

Launched in December 2023, Purolator's Sustainable Design Principles and Green Building Guidelines support the design of all new Purolator facilities. Aligned to the Leadership in Energy and Environmental Design (LEED) certification requirements, they provide guidance on the integration of environmental considerations to reduce energy, water and waste.

Biodiversity, Conservation and Stewardship

In 2025, we expanded community vegetable gardens to four of our facilities. The gardens provide an opportunity for our employees to get outside during the day, take a break and recharge. The harvested produce is donated to local charities through the Purolator Tackle Hunger program offering employees an opportunity to give back to their local communities. Based on the success of these initiatives, we are exploring the possibility of planting pollinator gardens in 2026.

Improving Energy Efficiency

We are constantly striving to improve the energy efficiency of our nearly 200 facilities. In 2025, we installed high efficiency Heating, Ventilation and Air Conditioning (HVAC) equipment in our Richmond, B.C., facility, helping to further reduce energy consumption from heating and cooling.

We also expanded the number of connected buildings in our network from seven to 14. By integrating data from various sensors, connected buildings improve energy efficiency and contribute to GHG emissions reductions. To identify additional opportunities for energy efficiency improvements, we conducted virtual energy assessments at five of our largest facilities. The results from these audits will inform planned initiatives for 2026.

Electric Belt Loader

Purolator expanded the decarbonization of its air operations in 2025 by introducing our first electric belt loader at our Hamilton, Ont., air terminal. A 2024 fuel-use study showed that a typical gas-powered belt loader consumes approximately 15 litres of gasoline per week, adding up to 750 to 800 litres annually. By replacing one of the three on-site loaders with an electric model, Purolator can reduce its fuel use while maintaining dependable, high-performance operations.

Our new electric loader delivers improved operational efficiency, with early results showing how electrification of ground-support equipment can drive measurable GHG emissions reductions and cost savings.



CASE STUDY

Building with Sustainability in Mind at Purolator's New Kanata Terminal

Purolator's new 95,000 square foot terminal in Kanata, Ont., was built with sustainability top of mind. In accordance with our Sustainable Design Principles and Green Building Guidelines, the site includes the following key features:

- Rooftop solar panels, estimated to produce almost 470,000 kWh annually
- EVs and charging infrastructure operational at launch
- High-albedo concrete yard, reducing heat absorption
- Permeable pavers to enable improved drainage
- Motion-activated LED lighting
- Low flow water fixtures
- Triple pane window glazing for exceptional thermal performance and motorized window coverings
- Building Automation Systems to monitor and control HVAC circulation and temperatures
- Multiple recycling streams to divert waste from landfills
- State-of-the-art automation and material handling equipment

Sustainable IT

Purolator recognizes the environmental impact of our Information Technology (IT)-related activities and continues to mitigate this through strategic partnerships and ongoing migration from data centres to the cloud. In 2025, we transitioned an additional 26 per cent of our footprint to cloud services, resulting in 95 per cent of our IT footprint hosted on cloud services powered by 100 per cent renewable electricity.

Our cloud provider facilitates further transition through software updates that extend server life from three to five years and a robust maintenance and repair program that increases component reuse and reduces GHG emissions and waste across the supply chain. To further prevent equipment from entering landfills, they maintain responsible end-of-life management systems and operate reverse logistics hubs to assess and repurpose electronic equipment across their global data centre fleet. Auto-scaling capabilities also enable us to use IT resources efficiently and align capacity with demand.

For managed print services, our cloud partner provides energy-efficient processors delivering up to 50 per cent more performance per watt and the primary cloud region managing our workloads is supported by 100 per cent renewable electricity.

Looking ahead, our goal is to complete our full transition to cloud services in 2026. Our cloud provider also plans to further reduce GHG emissions associated with server and networking equipment by extending asset lifespan through more efficient software, reduced hardware stress and longer useful life cycles.

1. 2025 Purolator Retail Network Coverage Analysis conducted by Geomarket Advisors

Retail Solutions

We offer our customers an extensive shipping network supported by a suite of customized retail solutions that provide convenient options to ship and receive packages. For 75 per cent of all Canadians, a Purolator drop-off location is located within a three-kilometre radius.¹ This reflects the reliability and accessibility of our national network. As a market leader, we continue to invest in innovative technologies and strategic partnerships across our retail operations.

To reduce the environmental impact of last-mile operations, we are expanding alternative delivery methods, including increasing access to convenient pickup locations and helping customers avoid multiple delivery attempts.



Pickup and Drop-off Solutions

Purolator offers convenient options for our customers to ship and receive their packages.

Drop Boxes

Our network of more than 250 Purolator Drop Box locations across Canada provides safe, efficient shipping for pre-paid, labelled packages in lobbies and outdoor commercial spaces. Our Quick Drop Boxes support additional transactions, enabling customers to scan QR codes, print waybills and generate receipts.

Quick Stop Kiosks

Our self-serve Kiosks, deployed at Purolator Shipping Centres and partner locations, enhance the customer experience by reducing line-ups and offering label printing and drop-off. In 2025, we deployed 19 new self-serve kiosks across Canada.

Quick Stop Parcel Lockers

Our secure 24/7 parcel lockers offer convenient package pickup and drop-off. We expanded our Penguin Pickup partnership in 2025 with 24 new solar-powered lockers.

Urban Quick Stops

Our Urban Quick Stops reduce commercial traffic and related GHG emissions through convenient e-bike deliveries and mini-hub shipping points. We expanded our network with two new locations in Toronto in 2025.

Agents and Partner Locations

Our nationwide partnerships offer more than 2,500 partner access points, including Penguin Pickup, PUDOpoint Counters, Staples, Best Buy, Virtual, Parcel Point and other Authorized Shipping Agents.

95%

of IT footprint migrated to cloud services and powered by 100% renewable electricity

75%

of all Canadians are located within a three-kilometre radius of a Purolator drop-off location

Circular Economy and Waste

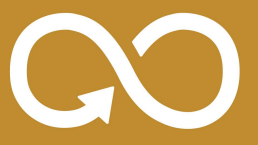
Purolator is committed to reducing our environmental impacts by reducing waste, maximizing recycling and replacing single-use items with reusable alternatives. We continue to explore and implement solutions to increase our landfill waste diversion and circularity.

Circular Innovation

In 2025, we evaluated alternative waste diversion solutions through internal pilot projects and workflow enhancements. One pilot, conducted with a Canadian textile recycling partner, focused on responsibly managing end-of-life uniforms. Courier and linehaul garments were collected, sorted and directed to fibre reclamation or waste-to-energy processes. Findings from this pilot are now being reviewed to determine future scalability.

We also implemented a closed-loop solution for load-securing straps that were entering our network. This process enabled the reuse of high-quality straps and reduced our operational waste.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



79% waste was diverted from landfills in 2025

At Purolator International locations, we expanded our program to divert product returns from landfill and we continued to promote product donations. To strengthen transparency and reporting, we are expanding our existing software solution to better track product returns by disposal method. This will help us minimize waste, increase donations and communicate the environmental benefits for our customers.

Waste Performance

In 2025, our waste reduction and circularity initiatives continued to divert a significant portion of material from landfill, including:

2,360 tonnes of cardboard recycled	3,950 tonnes of scrap wood recycled
385+ tonnes of mixed recycling recycled	300+ tonnes of plastic film used to wrap pallets recycled

E-Waste

Most of our electronic equipment is leased and returned at the end of the product’s life. For purchased equipment, we have a long-standing relationship with Responsible Recycling (R2)-certified recyclers¹ and IT Asset Disposition (ITAD)² providers that enable a closed-loop solution. These partnerships allow for reuse, data deletion, shredding and commodity separation with a secure chain of custody from end to end.

Within our operations, our handheld scanners are leased devices that are returned at the end of their lease to our vendor partner who works with an environmentally friendly electronics recycler.

Waste Education and Partnerships

Purolator joined the Circular Innovation Council in 2025 to strengthen our commitment to advancing circular economy practices across our operations. This partnership connects us with a Canada-wide network of organizations dedicated to reducing waste and promoting reuse, repair and recycling

solutions. Through webinars, collaborative projects and knowledge sharing, we are exploring new opportunities while advancing existing circular initiatives, such as increasing recycled content in our packaging and replacing single-use pallet wrap with reusable alternatives.

Our accessible retail recycling solutions at select locations help our customers participate in more circular practices. Our Nespresso Pod Return Program enables customers to conveniently return used coffee pods for recycling, while our advanced battery recycling program provides a safe and responsible option for battery disposal. Together, these initiatives help divert hard-to-recycle materials from landfill and reinforce our commitment to practical, customer-focused environmental solutions.

Embedding Sustainability into Event Planning

In 2025, Purolator piloted Sustainable Catering guidelines and an internal Sustainable Event Certification program to create consistent, accountable standards for environmentally responsible events. The program provides a simple checklist and vendor recommendations that prioritize local, seasonal ingredients, minimal packaging and lower-emission delivery options. Employees are encouraged to use reusable dishware, serve family-style meals and donate leftover food to minimize waste. By integrating these practices across our offices and terminals, we are reducing our waste, supporting local suppliers and increasing awareness of more sustainable options.

KEY LINKS

- [Case Study: Repurposing Assets to Fight Food Insecurity](#)
- [Purolator Packaging Guide](#)
- [Purolator’s Packaging Solutions and Supplies](#)

Sustainable Packaging

Purolator partners with our customers and suppliers to improve packaging sustainability by optimizing material use, increasing recycled content, sourcing fibre from responsibly managed forests and maximizing recyclability. To encourage efficient, low-impact shipping, we provide clear packaging guidelines to help customers minimize damage-related returns.

Two of our current packaging solutions incorporate recycled and responsibly sourced materials:

- Express Box: Made with 74 per cent recycled content, certified by the Forest Stewardship Council (FSC)³
- Express Envelope: Made from 80 per cent recycled, FSC-certified content

In 2025, we developed a multi-phase strategy to integrate material and design improvements into our packaging. This includes prioritizing responsibly sourced materials, local production and increasing recycled content. We also focus on improving recyclability by using water-based adhesives, less ink coverage, no clay coating and clearer disposal guidance.

In 2026, we will begin implementing the strategy with the initial focus on our paper-based packaging solutions.

1. A certification standard that ensures electronics and other materials are recycled in an environmentally responsible and secure way, including proper handling, data destruction and safe recovery of materials.
2. Securely managing and disposing of old or unwanted technology equipment, often through reuse or recycling.
3. The Forest Stewardship Council (FSC) is an independent, non-profit organization that certifies forest-based materials sourced from responsibly managed forests or recycled content, based on defined environmental, social and economic standards.

04

Community

We are committed to supporting our neighbours through connection and impactful action. Our employees take pride in contributing to the communities where we live, work and play. Together, we aim to help deliver a brighter future for individuals and families in need.

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True North Small Business Grant	45

KEY LINKS

- [Purolator Tackle Hunger](#)
- [Donate to Purolator Tackle Hunger](#)
- [Purolator’s Application for Donation and Sponsorship](#)

2.8M+ meals delivered to individuals facing hunger

28 communities participated in Purolator’s National Red Bag Campaign



Helping Our Neighbours

Purpose-led and community-focused, Purolator teams show up, pitch in and strengthen the neighbourhoods we call home.



OUR STRATEGIC PRIORITIES

- 

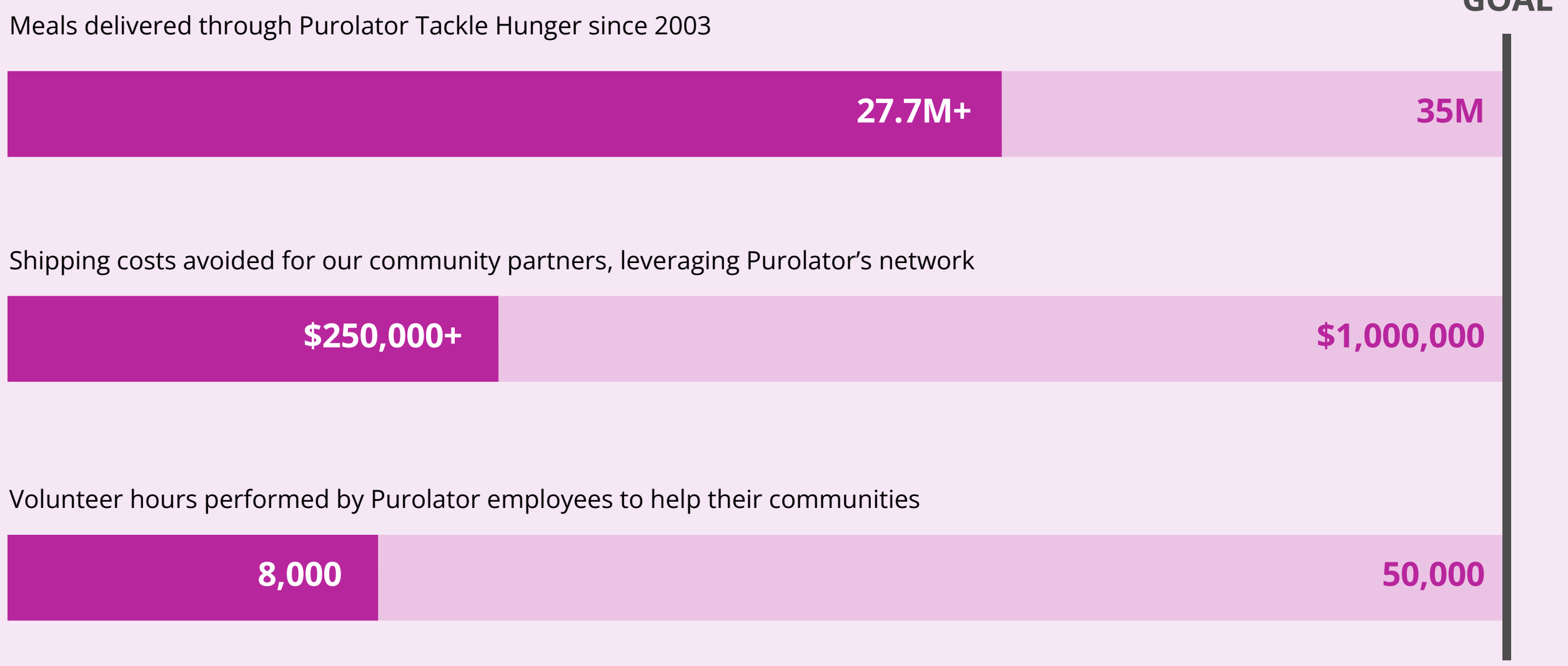
Engaging for Good
Mobilizing our people, customers and partners to create community impact.
- 

Cutting Food Waste
Reducing food waste through strategic partnerships and donations.
- 

Leading with Purpose
Collaborating transparently to advance shared goals and strengthen communities.
- 

Fueling Food Equity
Advancing access to education and nutritious food.

OUR 2030 GOALS



OUR 2025 PROGRESS

- 

8 trucks refurbished and donated to local food banks
- 

789,000+ meals collected through partnership with the CFL
- 

140,000+ meals delivered to Northern and remote communities
- 

\$150,000+ in grant prizes awarded through the 2025 True North Small Business Grant Contest

Community Investment

Purolator is committed to investing in our communities to address some of the most pressing social challenges across North America including food insecurity, community assistance and disaster relief. These efforts are united by a shared purpose: delivering impact where it is needed most.

Our community investment efforts bring together the strength of our network, the passion of our people and the dedication of our partners to deliver measurable impact. Each year, our employees, customers and partners come together through Purolator Tackle Hunger Month in June and September’s National Red Bag Campaign to provide meals for people facing hunger. In 2025, we introduced Breakfasts 4 Kids to focus attention on child nutrition, complementing year-round food bank assistance. Also in 2025, we leveraged our logistics capabilities to help our partners transport food and essential goods to remote and northern communities.

- KEY LINKS
- [Purolator’s Application for Donation and Sponsorship](#)

Purolator Gives Back

Through our Purolator Gives Back program, employees in the United States support programs that promote daily well-being for vulnerable populations. Our teams organize fundraisers and events, contribute through hands-on volunteering and support initiatives to promote accessibility and inclusion. Last year, this included preparing and serving meals for families receiving medical care, supporting veterans facing hardship and homelessness, providing clothing and personal care products to charitable causes, enabling customer donations to those in need and conducting community clean-up events. These efforts showcase the tangible impact made in the communities we serve across the United States and beyond.



 Contributing to those in need is not only a privilege, but a responsibility. We are incredibly fortunate to have the unwavering support of our employees and executive leadership, which empowers us to build meaningful engagement initiatives and impactful community outreach programs. Together, we are creating a culture where purpose, connection and giving back are embedded in everything we do.”

Elodie Lecan, Client Technology Solutions Manager and Chair of Purolator Gives Back

Community Resilience

In April 2025, Purolator hosted our inaugural Community Care Roundtable to foster collaboration across sectors and encourage a broader social impact. We convened leaders from national brands and non-profit partners to exchange practical approaches to embed community investment in business strategy and identify new partnership opportunities that could scale results over time. The roundtable emphasized learning, co-creation and cross-sector alignment, reinforcing Purolator’s role as a convener and partner in driving community well-being.

In response to crises and natural disasters, Purolator aims to mobilize quickly to provide practical contributions and community relief. Following Hurricane Melissa in late 2025, our employees collected and shipped essential goods to affected Caribbean communities, and Purolator matched employee donations to amplify impact. Additionally, in response to the devastating impact of Hurricane Helene in North Carolina, we donated and delivered clothing from Philadelphia, Pa., to a Goodwill facility in Ashville, N.C., enabling distribution to impacted individuals.



Soles4Souls

Through our Shipping with a Purpose initiative, Purolator helped Soles4Souls Canada transport donated footwear and apparel to communities in need. Our employees consolidated shipments, co-ordinated with distribution partners and leveraged our Canadian network to extend the life of quality products and lower barriers for charities and community agencies managing donations. By delivering clothing to those in need more quickly and reducing waste through reuse, our logistics expertise helped to unlock both positive social impact and environmental benefits.

Our Commitment to Our Neighbours

Together, we connect employee energy, partner collaboration and Purolator’s network reach to deliver care, connection and practical assistance. Whether alleviating hunger, strengthening community well-being or responding to emergencies, we remain focused on outcomes that help our neighbours recover, thrive and look ahead with confidence. Charitable organizations requesting support can review eligibility criteria and submit requests through our online application form.

Purolator Tackle Hunger

Since 2003, our Purolator Tackle Hunger program has been the cornerstone of our commitment to fighting food insecurity. As hunger continues to affect many members of our community, especially children, we are scaling our impact to provide essential, measurable support during a period of unprecedented demand.

In 2025, Purolator Tackle Hunger volunteers logged a total of 8,000 volunteer hours, hosted more than 200 employee-led fundraising activities and delivered more than 2.8 million meals to local food banks.² Since the program began in 2003, our collective efforts have provided nearly 28 million meals, a testament to the power of collaboration to deliver assistance for our communities. Purolator volunteers across our operations supported our communities by dedicating their personal time and energy to local food banks.

From food collection efforts and Red Bag food drives to sports tournaments, our teams showed they are not afraid to get involved for causes they care about. The first annual Purolator Tackle Hunger Hockey Game between Team Operations and Team Sales generated nearly 20,000 meals for the Daily Bread Food Bank and Breakfast Club of Canada. Additionally, 26 teams from across Ontario participated in our annual softball tournament, collecting an unprecedented volume of food donations to nurture local communities.

- KEY LINKS
- [Purolator Tackle Hunger](#)

Purolator Tackle Hunger Month

Every June, Purolator employees, customers and communities unite for Purolator Tackle Hunger Month, a time to shine a spotlight on food insecurity and rally support through events, fundraising and awareness.

Last year, engagement in this annual tradition reached a new peak. In June, teams across the organization held 55 community events, a 28 per cent increase compared to 2024. Together, our employees, customers and partners helped raise more than 476,000 meals, exceeding our goal

by almost 120 per cent. Amplified by the generosity of our partners, including Johnson & Johnson, BGIS and BundlBox, we delivered hundreds of thousands of meals for those facing hunger. Additionally, more customers than ever participated by making a point-of-sale donation while visiting one of our Canadian Retail Shipping Centres.

1 in 3

foodbank users in Canada is a child¹

2.8M+

meals delivered to individuals facing hunger in 2025

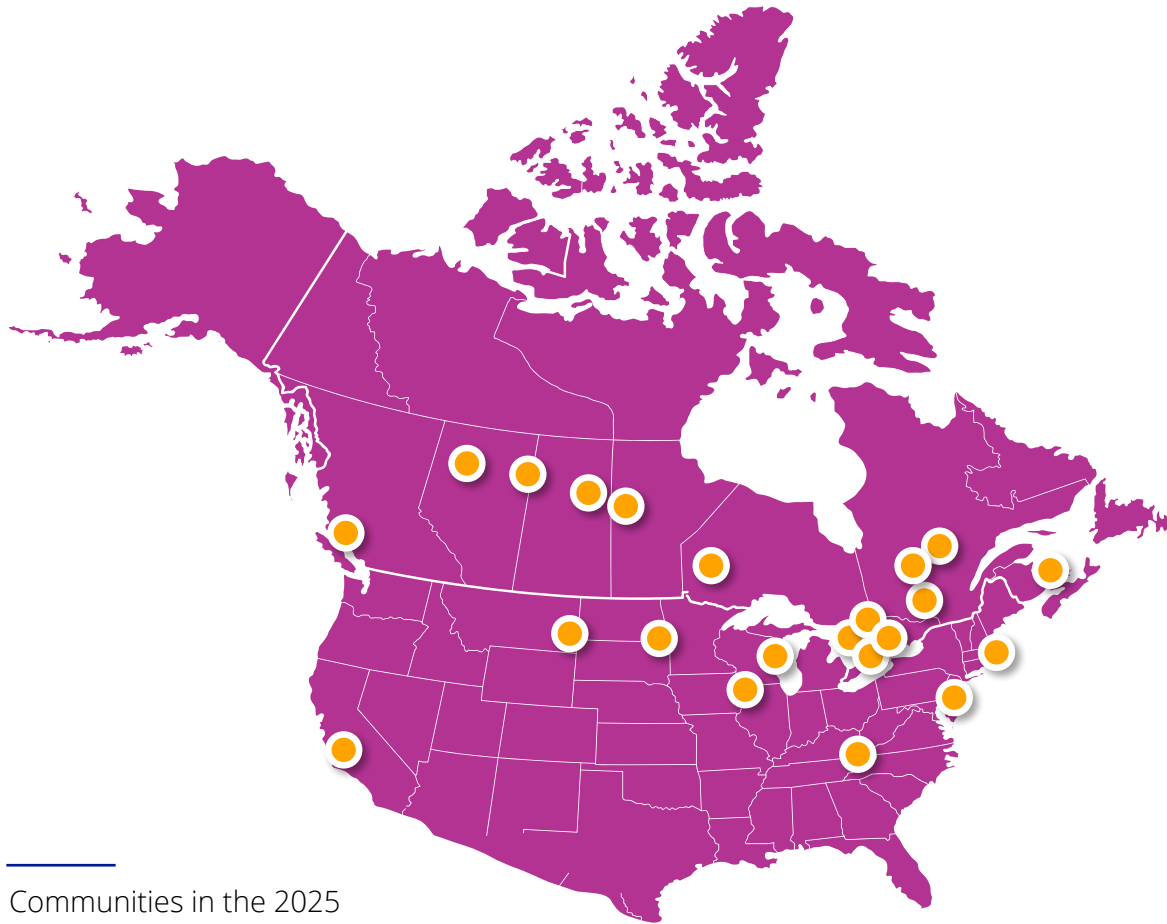


1. Source: Food Banks Canada's 2025 HungerCount Report.
2. Food volumes, including historical values, have been converted from pounds to meals using the meals-equivalent metric developed by Food Banks Canada, which defines one meal as approximately one pound of food, based on national dietary intake data (Developing a "meals metric" for Canadian food banks, 2015).

National Red Bag Campaign

The 2025 National Red Bag Campaign was our largest and most successful event to date. What began as a grassroots initiative in 2023, in acknowledgement of Hunger Action Month, has grown into a powerful movement to fight hunger across North America. In 2025, we collected more than 214,000 meals through the initiative and hosted 21 Red Bag Campaigns across Canada in communities like Regina and Moose Jaw, Sask.; Halifax, N.S.; Montréal, Que.; Ottawa and Toronto, Ont.; Edmonton, Alta.; and Winnipeg, Man. We also expanded beyond Canada for the first time, introducing the campaign in seven communities where we operate in the United States, including communities in Los Angeles, Calif., Jericho, N.Y. Louisville, Ky. and Milwaukee, Wis.

Across these 28 communities, Purolator volunteers distributed 70,000 reusable Red Bags to households, returned to collect the bags filled with non-perishable food items and delivered the donations to local food banks. Thanks to the generosity of our employees, customers and community members, we delivered meals to thousands of individuals and families facing hunger.



2 ZERO HUNGER



214,000+ meals collected through the 2025 National Red Bag Campaign



CASE STUDY

Repurposing Assets to Fight Food Insecurity

Purolator strengthened its community investment efforts by finding new purposes for aging operational assets and workplace materials, extending their lifecycle while contributing to food banks across Canada. Working with Food Banks Canada, Purolator refurbished and donated eight retired delivery trucks to organizations facing significant transportation challenges in 2025. Now deployed in communities including Montréal, Que.; Toronto, Ont.; Boston Bar, B.C.; Moose Jaw, Sask.; and Fort McMurray, Alta.; these vehicles are helping food banks move food more efficiently, reach more households and redirect limited funds toward essential food programs instead of equipment rentals.

At the same time, Purolator applied Lean 5S principles to identify surplus tools, shelving and equipment across our network. Rather than disposing of these reusable items such as power tools, shelving and automotive accessories, we repurposed them through our 5S for Purolator Tackle Hunger Auction. This gave our employees an opportunity to bid on gently used items that would otherwise have gone to waste. The initiative raised more than \$1,700 for Food Banks Canada and demonstrated how we can both protect the environment and support our communities through innovative programs. These efforts reflect a practical and impactful approach to raising food and funds while ensuring our end-of-life resources continue to deliver value.

8 refurbished Purolator delivery trucks donated to food banks

\$1,700+ raised through the 5S for Purolator Tackle Hunger Auction

“Transportation remains one of the most significant challenges for food banks, particularly in remote and underserved communities. Purolator’s support comes at a critical time, as food banks face unprecedented demand. This partnership helps ensure that communities in need receive the food and support they deserve.”

Kristin Beardsley, Chief Executive Officer, Food Banks Canada

Amplifying Our Impact through Partnerships

Purolator’s community investment approach is grounded in collaboration, and we work with numerous organizations to address community needs and create positive social outcomes, including those highlighted below.

We continued our national collaborations with Food Banks Canada and Breakfast Club of Canada, organizations that share our vision of a hunger-free Canada. Together, we supported some of the most vulnerable populations, including Indigenous communities, youth and children.

In March 2025, Purolator launched our first Breakfasts 4 Kids campaign aligned with National Nutrition Month and our commitment to tackling food insecurity among children. Designed to support Breakfast Club of Canada, the initiative engaged employees, customers and communities across the country through fundraising, engagement activities and local outreach to aid children in need.

The Breakfasts 4 Kids campaign raised more than \$91,000 to help provide healthy breakfasts so children can focus, learn and thrive in school. Beyond the dollars raised, the campaign increased awareness of the importance of nutrition for a child’s learning and success, because being a kid is hard, but being a hungry kid is harder. Purolator is committed to helping ensure no child faces hunger alone.

Partnering with the Canadian Football League

Our partnership with the Canadian Football League (CFL) continued to significantly contribute to the success of the Purolator Tackle Hunger program. Between June and October 2025, five select CFL teams hosted their own Purolator Tackle Hunger Game Day Food Drives. Fans attending these games were encouraged to bring non-perishable food items or make monetary donations. Through the CFL partnership, more than 789,000 meals were collected and donated in 2025, a 96 per cent increase compared to 2024.

All nine CFL teams also ran food drives through their administrative offices, local youth football associations and with local grocery stores to broaden the program’s reach. To make donating more accessible, select CFL teams also partnered with their stadium concessionaires and retailers to allow fans to round up or add \$2 to \$5 to their purchases to contribute to their local food bank.

Throughout the 2025 season, Purolator Tackle Hunger ambassadors, including CFL players and Purolator employees, visited our partner food banks to help raise awareness about food insecurity. These visits and additional media coverage helped spotlight the increased demand for food banks and share actionable ways to contribute to food security, encouraging Canadians to come together as a community to tackle hunger.

KEY LINKS

- [Food Banks Canada](#)
- [Breakfast Club of Canada](#)
- [A new era for the CFL and Purolator Tackle Hunger](#)



It gives me a sense of fulfillment being able to help my community.

The opportunity allows me to follow my heart and make a difference in people’s lives. One of the terminals that I manage is very enthusiastic and I’m trying to build more engagement and a culture of giving among the other terminals in the region.”

Ron Kennedy, District Manager



789,000+

meals collected through partnership with all nine CFL teams

\$91,000+

raised through our Breakfasts 4 Kids campaign

Nourishing Northern Communities

Food insecurity is felt most intensely in Northern and remote communities, where access to affordable, nutritious food is a daily challenge and the cost of every essential item is significantly higher. We worked closely with national and provincial community partners to leverage our logistics expertise and network to reduce their shipping costs by more than \$250,000 and deliver 140,000 meals to Northern and remote regions in 2025. These savings allow local organizations to reinvest the funds in programs that directly assist families.



CASE STUDY

Co-ordinating Wildfire Recovery Logistics for First Nations

When the Lytton First Nation community in British Columbia was devastated by an unprecedented wildfire in June 2021, the road to recovery was long and challenging. As residents began returning to their homes and rebuilding their lives, Purolator contributed to delivering the essentials that families needed to start fresh in July 2025. In partnership with Food Banks B.C. and Nature’s Path, Purolator transported pallets of donated food, providing nourishment and stability during a critical time. More than 3,200 meals were transported to the community, demonstrating Purolator’s dedication to serving Canadians in need. For a community that endured unimaginable loss, these resources offered comfort and a sense of normalcy.

This collaboration between Purolator, Food Banks B.C. and Nature’s Path reflects the power of partnership in addressing urgent needs. By combining resources and expertise, we helped set residents up for success and reinforced our belief that recovery is not just about rebuilding structures, but also about restoring hope. This effort is a testament to Purolator’s purpose: delivering more than packages, delivering care and compassion to communities across Canada.



Purolator Tackle Hunger in 2030

As we reflect on 2025, we are proud of our accomplishments to date, but we know the work is far from over. As food insecurity continues to rise, Purolator is taking bold steps to ensure our efforts deliver lasting change.

This year, we introduced the five-year strategic roadmap for Purolator Tackle Hunger, setting a clear direction for growth and impact through 2030. To maximize our positive impact, the roadmap is anchored in four strategic pillars:

- 1. Employee, Customer and Community Engagement:** Mobilize our people and partners to amplify fundraising, volunteerism and awareness.
- 2. Leadership, Visibility and Partnership:** Elevate Purolator’s role as a national leader in corporate citizenship through transparency, thought leadership and collaboration.
- 3. Reducing Food Waste:** Partner with organizations like Second Harvest to rescue surplus food and deliver it to those in need.
- 4. Nutrition and Well-being:** Advance health and food literacy through partnerships and education and ensure that communities have access to nutritious meals.

In 2026, we will continue to innovate through new initiatives including a digital Red Bag campaign, expanded national partnerships and customer engagement programs. Through strategic execution, we will continue to fight hunger, strengthen our communities and reduce food waste.

Purolator Tackle Hunger 2030 Goals

We have set ambitious goals for 2030 to ensure we continue to make a holistic and impactful difference in our communities:

- \$1 million in shipping costs avoided by our community partners by leveraging our delivery network
- 50,000 volunteer hours logged by committed Purolator employees giving back to their communities
- 1 million meals delivered to families through rescued food efforts
- 35 million total meals delivered to families since the start of the Purolator Tackle Hunger program in 2003



True North Small Business Grant

Purolator’s True North Small Business Grant Contest supports deserving small businesses across Canada through a combination of financial awards and free shipping. In 2025, the program offered the broadest level of donations yet, with a total of 33 prizes awarded in every region of Canada from coast to coast. We distributed more than \$150,000 in grant prizes in 2025 to help entrepreneurs strengthen their operations, reach new markets and enhance their brand visibility with the goal of expanding their community impacts. Winners included Arctic Fresh, Island Furniture Association, Jack59, Maplelea Canadian Dolls and SolusGuard.

\$150,000+

in grant prizes awarded through the 2025 True North Small Business Grant Contest

In support of small businesses, we hosted The Power to Pivot webinar in October to highlight how Canadian entrepreneurs are redefining resilience in an environment shaped by rapid change and uncertainty. Through success stories and practical insights, panelists shared how they adapted their business models, embraced innovation and leaned on community assistance to overcome challenges and unlock new growth opportunities. The discussion underscored the importance of resilience and agility in long-term planning for small businesses across Canada, enabled by Purolator’s ambition to continue to lead through change.

KEY LINKS

- [Purolator’s 2025 True North Grant Winners and Finalists](#)
- [The Power to Pivot: Resilience Lessons from Canadian Entrepreneurs](#)

Winner Spotlights



As an Inuit-owned and operated retail store combatting food insecurity in the North, Arctic Fresh is committed to making healthy food more affordable for the people of Nunavut.

Beyond providing groceries, Arctic Fresh is also leading a shift toward Inuit food sovereignty. Through an efficient supply chain and local hiring and skill training, their approach builds strong, healthy and more resilient communities. Arctic Fresh has also partnered with the

Canadian Space Agency and the National Research Council to co-develop solutions for food production in Igloolik communities in the Arctic. This collaboration benefits food autonomy for both astronauts and remote communities and demonstrates their leadership and innovation in supporting Inuit communities.



An Indigenous-owned, woman-led Certified B Corp¹ from Edmonton, Alta., Jack59 creates salon-quality hair care products that, according to the brand, delivers top quality hair care free from harmful chemicals.

From humble beginnings working out of a residential kitchen to a 5,500-square foot facility, Jack59 is helping to create stable, meaningful jobs for women and Indigenous artisans. Their innovative solid shampoo and conditioner bars have eliminated the need for

more than one million plastic bottles, which minimizes their environmental impact while showing that ethical manufacturing can thrive in Canada. Through their mentorship, speaking events and advocacy for equitable representation in the beauty sectors, Jack59 is empowering local communities and inspiring entrepreneurs across Canada.

1. As a Certified B Corp, Jack59 meets independently verified standards for social and environmental performance, accountability and transparency.

05

Appendix

We value transparency and accountability in our sustainability initiatives. To support this, we publicly report performance on our sustainability metrics for our stakeholders and disclose against leading global frameworks, including Canadian Sustainability Disclosure Standard (CSDS) S2 (which incorporates the Task Force on Climate-related Financial Disclosures (TCFD) recommendations), Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

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Glossary	49

KEY LINKS

[Purolator’s 2025 Disclosure Index](#)



2025 Sustainability Performance

Units		2020	2023	2024	2025
Empowering Our People ¹					
Workforce					
Total workforce	headcount	13,515	14,294	13,817	14,367
Health and Safety					
Employee Total Injury Frequency (TIF)	# of injuries per 200,000 hours worked	11.75	10.56	9.50	9.87
Employee Lost-Time Injury Frequency (LTIF)	# of lost-time injuries per 200,000 hours worked	2.96	1.97	1.73	1.83
Employee Fatalities	# of fatalities	0	0	0	0
Purolator Health					
Number of Mental Health First Aid (MHFA) Responders	# of MHFA Responders	- ²	78	135	187
Locations with access to MHFA Responders	# of locations with access to a MHFA Responder	-	50	83	104
Number of Wellbeing Champions	# of employee Wellbeing Champions	-	51	82 ³	122
Locations with Wellbeing Champion coverage	# of Wellbeing Champions coverage locations	-	36	47	60
Diversity, Equity, Inclusion and Belonging (DEIB) ⁴					
Diversity of the Board of Directors					
Gender - Women	%	30%	44%	40%	33%
Gender - Men	%	70%	56%	60%	67%
Representation of people with disabilities	%	0%	4%	0%	0%
Representation of visible minorities	%	10%	11%	10%	0%
Representation of Indigenous People	%	0%	3%	0%	0%
Diversity of Senior Management ⁵					
Gender - Women	%	21%	36%	36%	34%
Gender - Men	%	70%	64%	64%	66%
Representation of people with disabilities	%	6%	3%	4%	3%
Representation of visible minorities	%	14%	28%	22%	20%
Representation of Indigenous People	%	0%	0%	0%	0%
Diversity of Overall Workforce					
Gender - Women	%	20%	22%	22%	21%
Gender - Men	%	80%	78%	78%	79%
Representation of people with disabilities	%	4%	4%	3%	3%
Representation of visible minorities	%	27%	28%	27%	27%
Representation of Indigenous People	%	3%	3%	3%	3%

Units		2020	2023	2024	2025
Employee Engagement with DEIB Initiatives					
Number of DEIB Council employee members	# of employee DEIB Council members	-	180	198	206
Number of Employee Resource Group (ERG) employee members	# of employee ERG members	-	60	119	142
Number of leaders engaged in DEIB ⁶	# of leaders engaged in DEIB	-	10	13	26

Units		2020	2023	2024	2025
Delivering for Our Planet ¹					
Greenhouse Gas (GHG) Emissions					
Scope 1 - Direct GHG emissions					
Emissions from owned and rental fleet	tonnes CO ₂ e	115,402 ³	102,760 ³	102,186 ³	103,381
Emissions from onsite combustion of fuels (natural gas, propane and oil)	tonnes CO ₂ e	17,655 ³	19,466 ³	17,350 ³	20,523
Fugitive emissions	tonnes CO ₂ e	268 ³	285 ³	274 ³	269
Total Scope 1 GHG emissions	tonnes CO₂e	133,325³	122,511³	119,810³	124,173
Scope 2 - Indirect GHG emissions					
Total Scope 2 GHG emissions (Location-based)	tonnes CO ₂ e	6,298 ³	5,365 ³	4,869 ³	4,936
Total Scope 2 GHG emissions (Market-based)	tonnes CO₂e	6,298³	1,948³	969³	941
Scope 3 - Other indirect GHG emissions					
Category 1 - Purchased goods & services	tonnes CO ₂ e	20,764 ³	21,154 ³	21,416 ³	20,896
Category 2 - Capital goods	tonnes CO ₂ e	68,105 ³	24,000 ³	40,293 ³	34,978
Category 3 - Fuel- and energy-related emissions (not included in Scope 1 and 2)	tonnes CO ₂ e	28,852 ³	27,001 ³	27,340 ³	29,198
Category 4 - Upstream transportation and distribution	tonnes CO ₂ e	293,492 ³	280,092 ³	291,864 ³	279,758
Category 5 - Waste generated in operations	tonnes CO ₂ e	2,319 ³	1,925 ³	1,993 ³	2,001
Category 6 - Business travel	tonnes CO ₂ e	237 ³	1,156 ³	900 ³	968
Category 7 - Employee commuting	tonnes CO ₂ e	15,532 ³	21,655 ³	20,974 ³	19,384
Category 12 - End-of-life treatment of sold goods	tonnes CO ₂ e	171	157	147	131
Total Scope 3 GHG emissions	tonnes CO₂e	429,473³	377,140³	404,928³	387,313

1. Data presented includes both our Canadian and U.S. operations, excluding Williams Pharmacalogistics and Livingston International. All data is reported as of Dec. 31st of the reporting year.

2. “-” represents metric was not tracked in the reporting year.

3. Prior year data has been restated due to improved accuracy of data available.

4. Diversity metrics are based on voluntary disclosure by employees and some employees may choose not to disclose. Only employees that have chosen to disclose have been included. In diversity data reported for 2023, 2024 and 2025, women, transgender and nonbinary employees were aggregated within the women category for the purposes of workforce representation, reflecting comparable barriers to workplace participation. Diversity data for 2020 is historical and subject to limitations resulting from changes in data collection and reporting methodology, and therefore gender diversity may not add up to 100%.

5. Senior management is defined by Purolator as director level and above.

6. Leadership engagement in DEIB through participation in Purolator’s DEIB Advisory Board and sponsorship of DEIB Councils and ERGs.

2025 Sustainability Performance

Units		2020	2023	2024	2025
Total GHG emissions					
Total GHG emissions (Market-based)	tonnes CO ₂ e	569,095 ³	501,599 ³	525,706 ³	512,427
GHG emissions intensity ratios					
Packages delivered	# of packages	169,394,036	155,194,827	164,445,661	180,142,973
Total floor area	m ²	406,918 ³	444,581 ³	444,666 ³	508,469
GHG emissions intensity (per millions in revenue)	tonnes CO ₂ e / \$MM revenue	258 ³	189 ³	193 ³	177
GHG emissions intensity (per package)	tonnes CO ₂ e / 1,000 packages	3.36 ³	3.23 ³	3.20 ³	2.84
GHG emissions intensity (per square meter)	tonnes CO ₂ e / m ²	1.40 ³	1.13 ³	1.18 ³	1.01
Fuel Consumption					
Renewable diesel					
Renewable diesel consumed by fleet	litres	- ²	500,911 ³	3,149,209 ³	5,032,024
Proportion of renewable diesel of total diesel used	%	-	3% ³	19% ³	27%
Biogenic emissions from consumption of renewable diesel	tonnes CO ₂ e	-	1,048 ³	4,773 ³	5,686
Sustainable Aviation Fuel (SAF)					
Quantity of SAF purchased	litres	-	-	99,935	105,639
GHG emissions abated from consumption of SAF	tonnes CO ₂ e	-	-	222	248
Energy Consumption					
Energy from fuel consumption					
Energy from consumption of natural gas, propane and oil	GJ	368,785 ³	389,122 ³	346,758 ³	414,086
Energy from consumption of gasoline and diesel	GJ	1,570,994 ³	1,517,697	1,339,375 ³	1,298,226
Energy from consumption of renewable diesel	GJ	-	19,536	109,468	175,577
Electricity consumption ⁷					
Renewable electricity consumption from purchase of renewable electricity certificates (RECs)	GJ	-	20,765	30,643	71,539
Total electricity consumption	GJ	174,724 ³	181,835 ³	175,460 ³	191,535

Units		2020	2023	2024	2025
Total energy consumption					
Total energy consumption from Purolator operations	GJ	2,114,503	2,108,190	1,971,061	2,079,424
Energy intensity (per square meter)	GJ/m ²	5.20 ³	4.74 ³	4.43 ³	4.09
Non-Hazardous Waste					
Total non-hazardous waste generated	tonnes	5,912	8,222	8,970	8,942
Non-hazardous waste directed to landfill	tonnes	2,873	2,167	1,904	1,913
Non-hazardous waste diverted from landfill	tonnes	3,039	6,054	7,065	7,029
Proportion of total non-hazardous waste diverted from landfill	%	51% ³	74%	79%	79%

Units		2020	2023	2024	2025
Helping Our Neighbours ^{1,8}					
Purolator Tackle Hunger and Community Investment					
Food collected and donated through Purolator Tackle Hunger	# of meals	1,602,244	2,287,016	2,394,664	2,804,960
Cumulative amount of food donation through Purolator Tackle Hunger since the program began in 2003	# of meals	16,599,659	22,573,462	24,968,125	27,771,993
Food collected through Purolator Tackle Hunger CFL Game Day Food Drives and CFL team efforts	# of meals	-	520,000	403,249	766,002
Food collected through National Red Bag Food Drives	# of meals	-	144,565	165,125	214,545
Shipping costs avoided moving food for community partners	\$ (CAD)	-	89,000	86,000	254,061
Purolator employee hosted volunteering events	# of events	-	188	157	200

1. Data presented includes both our Canadian and U.S. operations, excluding Williams Pharmalogistics and Livingston International. All data is reported as of Dec. 31st of the reporting year.

2. “-” represents metric was not tracked in the reporting year.

3. Prior year data has been restated due to improved accuracy of data available.

7. As our data management processes mature, we periodically reassess and, where appropriate, restate historical electricity consumption. This includes rebalancing and reallocating historical REC purchases to ensure the reported coverage accurately reflects electricity consumption and are aligned with current methodologies and best practices.

8. Food volumes, including prior year performance, were converted from pounds to meals using the meals-equivalent metric developed by Food Banks Canada, which defines one meal as approximately one pound of food, based on national dietary intake data (Developing a “meals metric” for Canadian food banks, 2015).

Glossary

Term	Definition
Absolute GHG emissions	A real, overall drop in the total greenhouse gas emissions a company emits, compared to a past baseline year measured in actual tonnes of carbon dioxide equivalent, not adjusted by revenue or output.
Alternative-fuel vehicle	A vehicle that runs on fuels other than regular gasoline or diesel, such as electricity, renewable diesel, hydrogen, natural gas or biofuels, to reduce greenhouse gas emissions and environmental impact.
Circular economy / Closed-loop	An approach that keeps materials and products in use for as long as possible by reducing waste, reusing items, repairing what can be fixed and recycling materials into new products. A “closed-loop” system means items are collected, processed and turned back into usable materials instead of being thrown away.
Food insecurity	Not having reliable access to enough affordable, nutritious food to meet daily needs.
Fugitive emissions	Unintended or irregular releases of GHG emissions from equipment, infrastructure or industrial systems, such as leaks from refrigeration and air conditioning units.
Green building	A building designed, constructed and operated to reduce environmental impacts, such as energy and water use, while providing a healthy indoor environment.
Greenhouse gas (GHG) emissions	The release of heat-trapping gases into the atmosphere, including carbon dioxide (CO ₂), methane (CH ₄) and nitrous oxide (N ₂ O), mainly from burning of fossil fuels and causes rising global temperatures. Reported in metric tonnes of carbon dioxide equivalent (CO ₂ e).
Last-mile	The final step in delivering a product to its destination, usually from a local distribution point to a home or business. It is often the most energy-intensive part of transportation.
Material topic / Materiality assessment	A material topic is an issue that has the most significant impact on people, the environment or the organization. A materiality assessment is the process used to identify and prioritize these important topics by gathering input from stakeholders and assessing potential impacts.
Mental health	A person's emotional, psychological and social well-being, which affects how they think, feel and act.
Middle-mile	The stage of transportation between major hubs, such as moving goods between distribution centres or regional facilities before they reach the last-mile.

Term	Definition
Net-zero	Reducing greenhouse gas emissions as much as possible and balancing any remaining greenhouse gas emissions by removing an equivalent amount of carbon dioxide from the atmosphere (neutralized).
Physical health	A person's overall bodily well-being, including the ability to carry out daily tasks without physical strain or illness.
Psychologically safe	A work environment where people feel comfortable speaking up, sharing ideas and asking questions without fear of judgment or negative consequences.
Renewable fuel	Fuels include renewable diesel, renewable natural gas, hydrogen and other fuel alternatives that deliver lifecycle greenhouse gas emissions reductions compared to conventional fuels.
Renewable diesel	A fuel made from renewable sources like vegetable oils, fats or other biomass. It performs like conventional diesel and can be used in existing engines but has a lower carbon footprint.
Renewable electricity	Electricity generated from naturally replenishing sources such as wind, solar, hydro or geothermal energy.
Scope 1 GHG emissions	Direct greenhouse gas emissions from sources the company owns or controls, for example, fuel burned in company vehicles or on-site equipment.
Scope 2 GHG emissions (Location-based)	The indirect greenhouse gas emissions from the electricity used, based on the average emissions intensity of the local electricity grid where operations are located. This method shows the emissions associated with the physical electricity supplied to facilities, regardless of how that electricity is purchased.
Scope 2 GHG emissions (Market-based)	The indirect greenhouse gas emissions associated with the electricity chosen to buy, based on specific energy contracts and purchasing decisions, such as renewable electricity certificates (RECs). This method shows how procurement choices influence the emissions linked to electricity use.
Scope 3 GHG emissions	All other indirect greenhouse gas emissions that occur across the value chain, such as from suppliers, business travel, waste, product use and third-party transportation.
Sustainability	Taking actions that support long-term environmental health, social well-being and responsible economic performance so the needs of today are met without harming the ability of future generations to meet theirs.



Purolator is a leading integrated freight, package and logistics solutions provider.

Purolator Inc.

Corporate Head Office

2727 Meadowpine Blvd.

Mississauga, Ont., Canada L5N 0E1

1-888-SHIP-123 (1-888-744-7123)

purolator.com

@PurolatorInc

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