



2025 SUSTAINABILITY HIGHLIGHTS

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. In a year marked by global disruption and despite a volatile operating environment, 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.

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.

Our people remained the driving force behind our service and progress. In 2025, we invested in training to strengthen frontline and leadership capability, supported by 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.

Finally, our commitment to the communities we serve has never been stronger. Through the Purolator Tackle Hunger® program, we remain committed to doing our part to support communities across North America facing food insecurity.

This Highlights Report provides a concise snapshot of our progress in 2025. For more detail, our 2025 Sustainability Report offers a comprehensive view of how we are embedding sustainability across our business, driving toward our long-term ambitions.

JOHN FERGUSON

**PRESIDENT AND
CHIEF EXECUTIVE OFFICER**

Considerations Regarding Forward-Looking Statements

Our 2025 Highlights Report contains forward-looking statements which represent our current expectations, projections and estimates regarding future events. They 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. For more information, please refer to "Considerations Regarding Forward-Looking Statements" found on page 4 of Purolator's 2025 Sustainability Report, which is incorporated by reference into this 2025 Highlights Report.

About This Report

For 65 years, Purolator has delivered integrated freight, package and logistics solutions, supported by a network that reaches 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 provide greater visibility, security and control across a shipment’s journey.

We continue to focus on expanding and modernizing our network, while operating safely, sustainably and reliably. Purolator’s supply-chain capabilities, flexible shipping solutions and extensive retail network enable us to serve businesses of all sizes with reliable, high-quality service.

Guided by our purpose of Making Canada Stronger and our values, we are committed to creating 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 initiatives such as Purolator Tackle Hunger, we seek to reduce our environmental impact while supporting stronger, healthier communities. With forward-looking investments, strong governance and a 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.

We deliver our sustainability strategy through three core pillars:

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Empowering Our People by creating a safe, inclusive and engaging workplace to support the well-being and growth of our people
- 

Delivering for Our Planet by measuring and reducing our GHG emissions through fleet electrification and operational efficiency
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Helping Our Neighbours by contributing to food security in the communities where we live and work

This 2025 Highlights Report provides a snapshot of Purolator’s sustainability progress and impact during 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. and Livingston International Inc.

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KEY LINKS
 - [Purolator’s Sustainability website](#)
 - [2025 Sustainability Report](#)
 - [2025 Disclosure Index](#)



Governance

As the foundation of our business, strong governance practices uphold our sustainability commitments and performance. These practices enable responsible decision-making, reinforce integrity and ensure transparency and accountability while building trust with our customers, partners and suppliers.

RECEIVED GOVERNANCE PROFESSIONALS OF CANADA’S EXCELLENCE IN GOVERNANCE AWARD FOR THE ESG, SUSTAINABILITY, AND PURPOSE CATEGORY

In 2025, we focused on:

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Strengthening Board and management oversight of Environmental, Social and Governance (ESG) priorities to reinforce accountability for sustainability performance and risk management.
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Enhancing governance processes and controls to support data quality, transparency and standards-aligned reporting.
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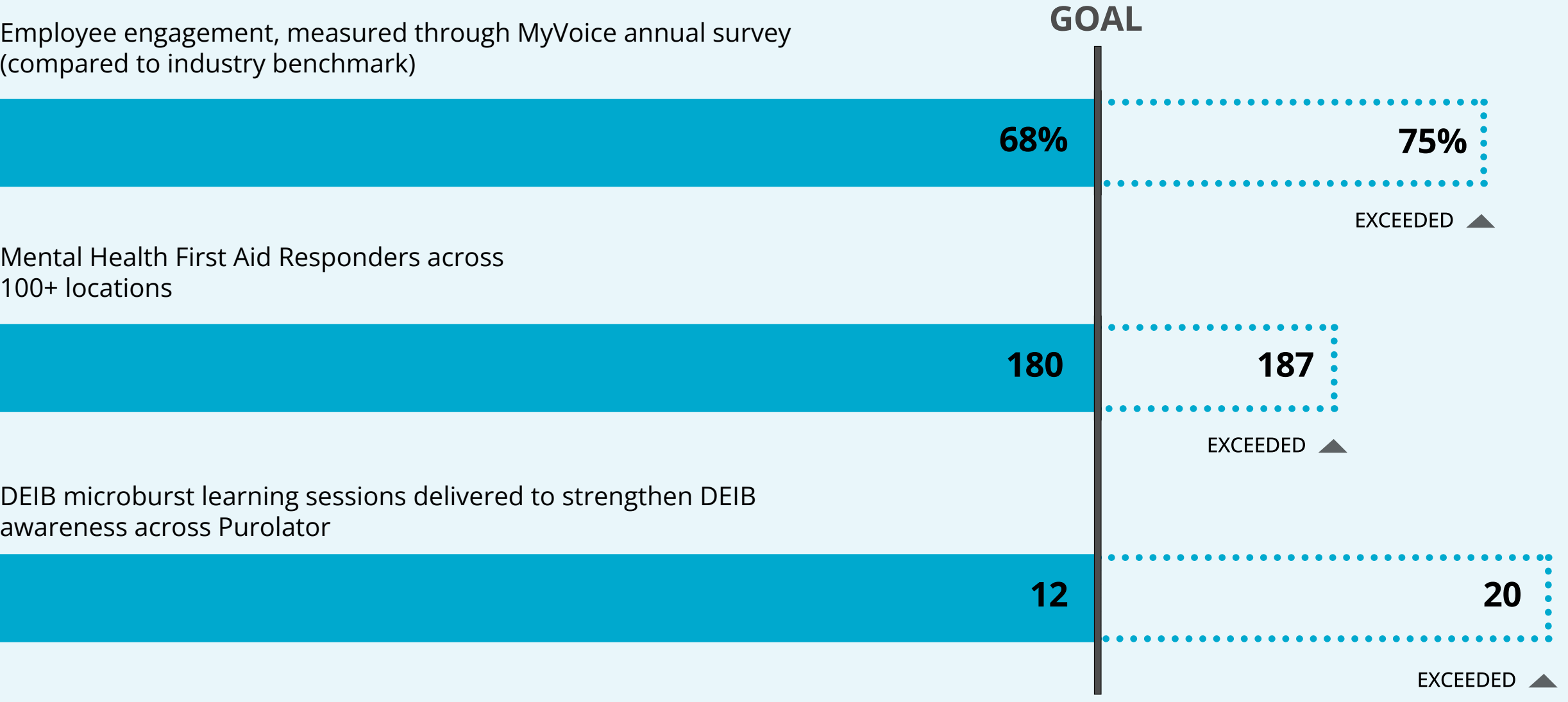
Improving integration of sustainability into procurement practices to align sourcing decisions with our ESG priorities and risk management approach.

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

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.

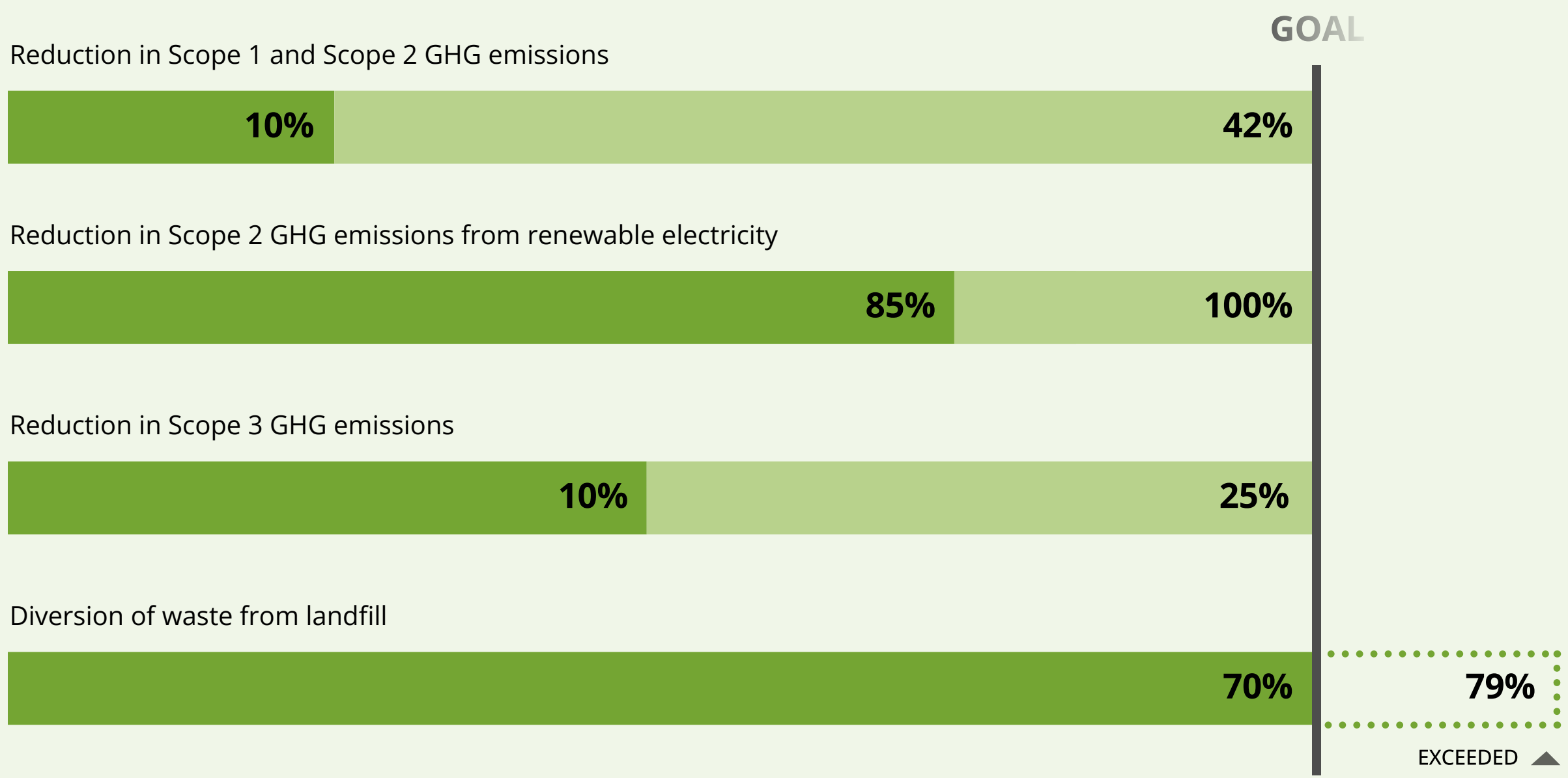


Circular Economy
Minimizing landfill waste in our operations through reduction, reuse, recycling and donation.



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

Helping Our Neighbours

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



OUR STRATEGIC PRIORITIES

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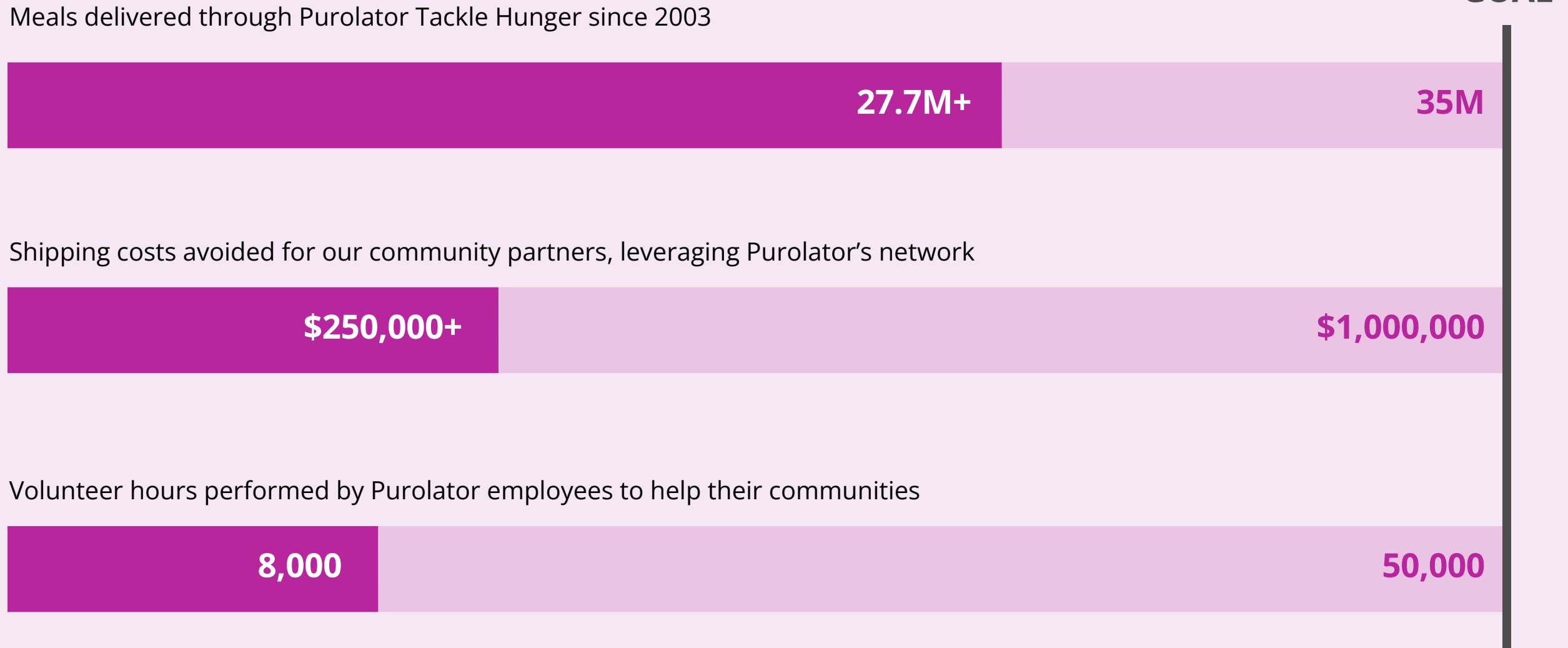
Engaging for Good
Mobilizing our people, customers and partners to create community impact.
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Cutting Food Waste
Reducing food waste through strategic partnerships and donations.
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Leading with Purpose
Collaborating transparently to advance shared goals and strengthen communities.
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Fueling Food Equity
Advancing access to education and nutritious food.

OUR 2030 GOALS



OUR 2025 PROGRESS

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8 trucks refurbished and donated to local food banks
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789,000+ meals collected through partnership with the CFL
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140,000+ meals delivered to Northern and remote communities
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\$150,000+ in grant prizes awarded through the 2025 True North Small Business Grant Contest



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

Purolator Inc.

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