



Driving Forward

2024 Sustainability Report Highlights



Message from the President & CEO

At Purolator, our dedication to innovation, sustainability and our people continues to propel us forward. Building on the strong foundation laid in previous years, 2024 was a transformative year for our organization as we pushed the boundaries of operational excellence and environmental stewardship.

As always, we continue to prioritize our people and the communities we serve, with supporting our employees' health, safety and well-being remaining key to our success. In alignment with our values, we strive to make a positive difference for Canadian communities with our Purolator Tackle Hunger® program and our other community engagement initiatives. Last year, we also made significant strides toward our goal to reach net-zero emissions by 2050.

I invite you to explore our 2024 Sustainability Report to learn more about how we are delivering on our commitments and setting new benchmarks for a more sustainable future.

Sincerely,

JOHN FERGUSON

PRESIDENT AND CHIEF EXECUTIVE OFFICER



For over 60 years, Purolator has been committed to excellence as a leading integrated freight, package and logistics solutions provider. With one of the most extensive networks in Canada, we reach some of the most remote locations, helping businesses deliver their promises and drive results through customized shipping and innovative supply chain solutions.

Our vision is to be admired in the Canadian industry for our commitment to environmental sustainability, safety, diversity and the well-being of our communities and employees. We will achieve this vision through our culture and by living our values, which are tied to our greater purpose of **Making Canada Stronger**.

We are dedicated to continuing to drive forward on our sustainability strategies to create positive impacts for our **People**, our **Planet** and our **Neighbours**.

This Highlights report summarizes our notable achievements and contributions in 2024 toward our priority impact areas.

For more information, please see:

[PUROLATOR'S SUSTAINABILITY WEBPAGE](#)

[2024 SUSTAINABILITY REPORT](#)

[2024 GRI & SASB DISCLOSURE](#)

Considerations Regarding Forward Looking Statements

Our 2024 Sustainability Report Highlights 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 73 of Purolator's 2024 Sustainability Report.

Empowering Our People

Our 14,000+ passionate, dedicated and talented employees drive our success and growth across Purolator. As a people-first organization, we are committed to creating a safe, healthy, inclusive and inspiring workplace for our employees, supporting their well-being and career development.

From initial recruitment and onboarding, through training, development and engagement, our people come first – that’s why we have continued to invest in attracting and retaining top talent.

- Supported employees from equity-seeking groups through our Diverse Talent Matters program
- Expanded our EVOLVE leadership development program, engaging more of our people managers



We support the holistic health, safety and well-being of our employees through physical, mental, financial and social health initiatives, resulting in significant improvements in our safety-related metrics.

- Expanded on-road safety through our Defensive Driver Pilot program
- Increased healthcare access through on-site biometric health screening pilot

135

Purolator employees are voluntarily designated as Mental Health First Aid Responders

49%

reduction in collisions among Toronto linehaul drivers, year over year

160,000+

training hours delivered to our frontline and professional staff



We are committed to expanding and integrating Diversity, Equity, Inclusion and Belonging (DEIB), involving and engaging employees across the organization to strengthen our culture of inclusion, where everyone feels they belong and empowered to bring their authentic selves to work.

- Hosted our first DEIB Summit
- Expanded our three Women Employee Resource Groups (ERGs), focused on Operations, Logistics and Technology

300+

Purolator employees actively participate in DEIB initiatives through Regional Councils and ERGs

37,000

hours of mental health training to date

Delivering for Our Planet

Our ambition is to be the greenest courier in Canada. Each year, we measure our Scope 1, 2 and 3 greenhouse gas (GHG) emissions and continually strive to find ways to reduce our GHG emissions by investing in alternative-fuel vehicles, procuring clean fuels and renewable electricity, optimizing operations, reducing waste, and collaborating with our partners to encourage reductions throughout our value chain.

79%

of non-hazardous waste diverted from landfill, exceeding our goal of 70% diversion by 2030 (2020 base year)

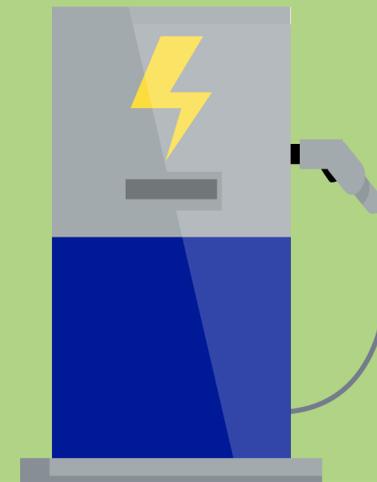
4,000+

tonnes of CO₂e offset through the purchase of renewable electricity in 2024



150

all-electric last-mile delivery trucks procured in 2024



We continue to make significant investments to decarbonize our fleet by investing in alternative-fuel vehicles and investing in electric vehicle (EV) infrastructure across our operations.

- Launched 260+ new EV chargers across 12 terminals
- Opened our first new terminal fully supported by EVs (Drummondville, Quebec)

5%

reduction in our total absolute Scope 1, 2, and 3 GHG emissions (2020 base year)

14%

reduction in our Scope 1 and Scope 2 GHG emissions (2020 base year)



To reduce waste at the source, we collaborate with our customers and suppliers, finding innovative means to maximize our recycling and contribute to the circular economy.

- Diverted 90% of consumer waste from landfill in a pilot at one of our returns facilities
- Integrated reusable pallet wraps at five of our largest terminals

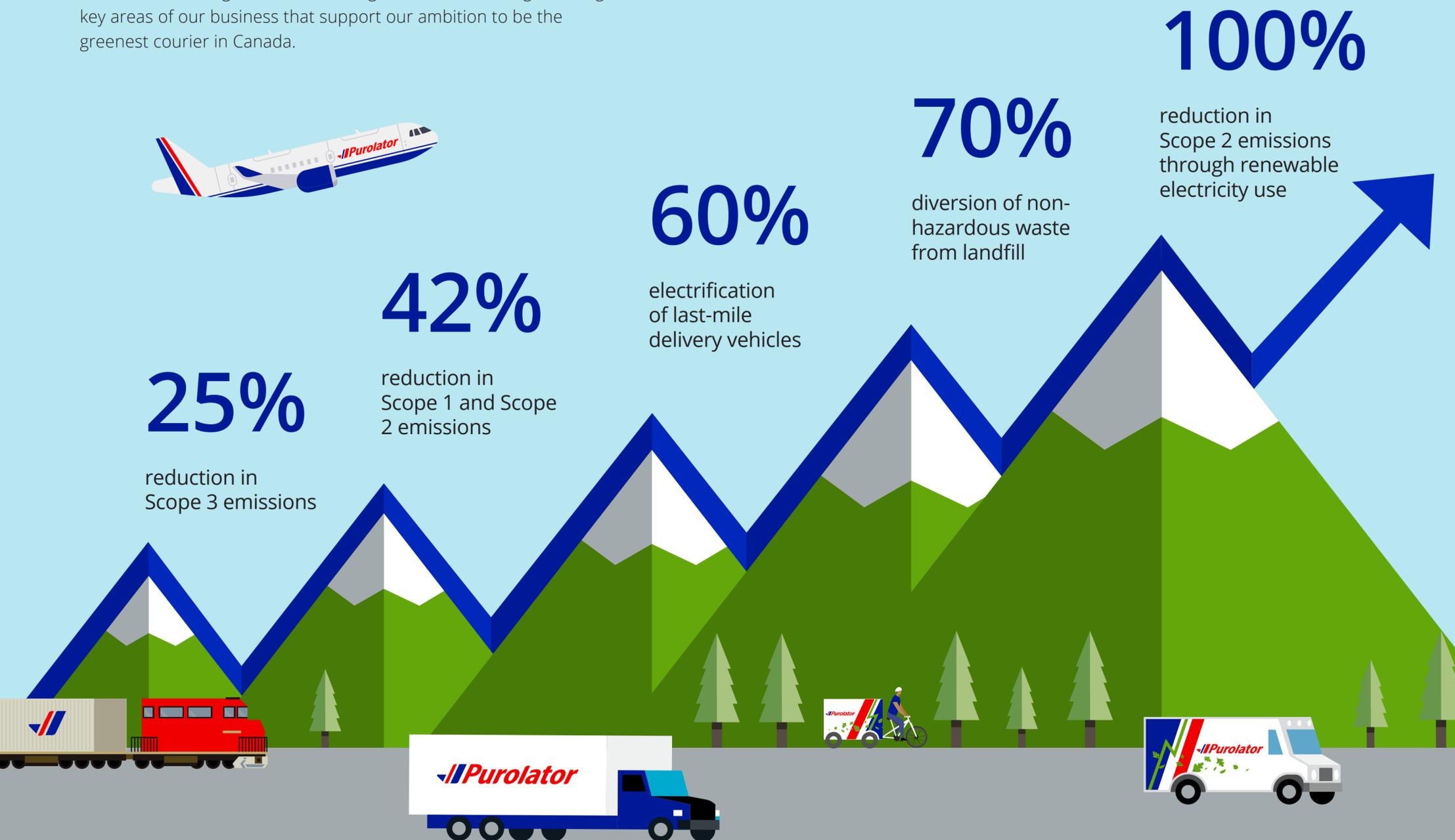
Procuring clean fuels and renewable electricity are key to us achieving our ambitious GHG reduction goals. We regularly collaborate with our suppliers, governments and industry associations to ensure continued success.

- Replaced over 3.1 million litres of petroleum diesel with renewable diesel
- Purchased Renewable Energy Certificates (RECs), reducing our Scope 2 GHG emissions by 84% (2020 base year)

2030 Goals

Our ambition is to be the greenest courier in Canada

To avoid the catastrophic impacts of climate change, we are doing our part by setting 2030 goals that put us on the path to net-zero by 2050. Our ambitious science-based target uses a 2020 base year and the methodology set out by the Science Based Targets initiative. Our goals focus on taking meaningful action in key areas of our business that support our ambition to be the greenest courier in Canada.



How We Will Get There



Facilities

- Design and build facilities to reduce energy and water consumption
- Procure renewable electricity
- Apply green building design elements to new builds and retrofits



Waste

- Reduce waste in our operations
- Adopt reusable solutions (e.g., pallet wraps)
- Implement comprehensive recycling solutions
- Limit business travel



Transportation

- Invest in alternative-fuel vehicles (e.g., EVs)
- Integrate clean fuels (e.g., renewable diesel)
- Optimize routes to minimize fuel use
- Switch to lower-carbon transportation (e.g., rail)
- Partner with 3rd party carriers to reduce emissions



Innovation

- Invest in emerging low-carbon technologies (e.g., e-bikes, mobile carbon capture)
- Pilot innovative solutions (e.g., Urban Quick Stops, aluminum fuel powered electricity generation)

Helping Our Neighbours

At Purolator, community care is not just a value, it is at the heart of everything we do. Our employees pride themselves on going the extra mile to support and engage with the communities in which we live, work and play.

\$700,000

equivalent in-kind shipping services provided to food banks in 2024

Each year, Purolator supports several community organizations through sponsorships, funding or in-kind shipping support, helping these organizations drive their social impact initiatives.

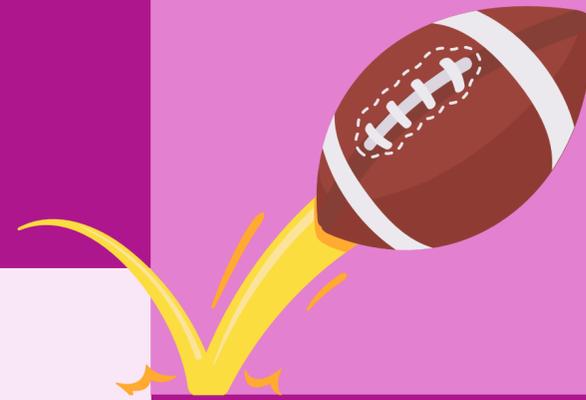
- Donated \$150,000 to Food Banks Canada and \$50,000 to Breakfast Clubs of Canada
- Granted additional \$100,000 to organizations addressing food insecurity

150+

fundraising events hosted by Purolator employees

403,000

pounds of food collected through CFL Game Day Food Drives



Through our Purolator Gives Back program, our U.S. employees actively participate in national and local community efforts through volunteering and donations.

- Hosted several inclusive events with AHRC to support individuals with intellectual and developmental disabilities
- Partnered with Operation SPLASH to remove over 300 pounds of marine debris from the Long Island, N.Y. coast



2.4 million

pounds of food delivered through our Purolator Tackle Hunger program



25 million

pounds of food delivered to local food banks across Canada to date since the launch of Purolator Tackle Hunger

Purolator Tackle Hunger® is our flagship, employee-driven fundraising program, to make a difference in the fight against hunger in Canada. Since its inception in 2003, thousands of dedicated Purolator employees have worked tirelessly to raise awareness about the growing crisis of food insecurity nationwide.

- Donated refurbished delivery vehicle for Meals on Wheels program and 1,000 pounds of food to Feed Scarborough
- Delivered 4,300 pounds of food to northern Canada where there is high need



Corporate Profile

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](https://www.instagram.com/PurolatorInc)

