



Driving Forward

2024 GRI & SASB Disclosure

For more information, please see:
[2024 Sustainability Report](#)



2024 Global Reporting Initiative (GRI) Disclosure

GRI 2: General Disclosures 2021

1. The Organization and Its Reporting Practices

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
2-1	Organizational details	<p>Purolator Holdings Ltd. (Purolator). Purolator is headquartered out of Mississauga, Ontario, Canada. Across Canada and the United States (U.S.), Purolator operates more than 190 buildings, including hubs, depots, retail locations and offices. Purolator Holdings Ltd. is an incorporated entity, privately owned by Canada Post (91%), Rainmaker Investments Inc. (7%) and Other (2%).</p>	<p>2024 Sustainability Report, About Purolator, page 5</p>
2-2	Entities included in the organization’s sustainability reporting	<p>Entities included in our annual sustainability reporting and GRI Disclosure are Purolator Inc. and Purolator International. Purolator subsidiary Williams PharmaLogistics is not included in our sustainability reporting for 2024 or in our GRI Disclosure, unless explicitly indicated. Williams PharmaLogistics operates independently and may be included in future sustainability reporting as our business evolves, aligning with their capabilities and the ongoing expansion of Purolator’s sustainability reporting framework. Purolator acquired Livingston International in February 2025. As such, it is not included within any disclosures for 2024.</p>	<p>2024 Canada Post Annual Report, Purolator Segment, page 86</p>
2-3	Reporting period, frequency and contact point	<p>Reporting period: January 1, 2024 – December 31, 2024 Reporting cycle: Annual Publication date: June 16, 2025 See our corporate sustainability webpage and Purolator’s Contact Us page for any questions regarding the report.</p>	<p>Contact Us Purolator Sustainability</p>
2-4	Restatements of information	<p>We restated our 2020 and 2023 greenhouse gas (GHG) emissions inventory due to increased information available, updates to emission factors used and the inclusion of additional Scope 3 categories. This resulted in an over 8% increase in total GHG emissions for 2020 (base year) and an over 10% increase in total GHG emissions for 2023.</p>	
2-5	External assurance	<p>Purolator currently does not have a policy that requires external assurance related to the annual sustainability report. Each year our annual GHG inventory is verified by an independent third-party verifier.</p>	<p>2024 GHG Verification Statement</p>
2-6	Activities, value chain and other business relationships	<p>Purolator is an international courier and logistics provider operating principally in Canada and the U.S.</p> <ul style="list-style-type: none"> • \$2.7 billion revenue in 2024 • 2,500+ extension retail agent and partner locations • 260 drop boxes • 19 kiosks • 40+ parcel lockers • 3 Urban Quick Stops 	<p>2024 Sustainability Report, About Purolator, page 5 Purolator Facts & History Our Operations Sustainability Report, Stakeholder Engagement, page 71</p>

GRI 2: General Disclosures 2021

2. Activities and Workers

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
2-7	Total number of employees and total number of fulltime employees	Our total workforce headcount was 13,817 in our Canadian and U.S. operations as of December 31, 2024. Refer to the 2024 ESG Performance Data Table for breakdown of employees by gender. Our total workforce of full-time employees was 11,882 as of December 31, 2024.	2024 Sustainability Report, About Purolator, page 5 2024 Sustainability Report, 2024 ESG Performance, page 64
2-8	Workers who are not employees	Our total number of workers who are not employees, which consist of all contingent workers, owner operators and workforce employees, was 591 as of December 31, 2024.	

3. Governance

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
2-9	Governance structure and composition	The Board of Directors is responsible for the stewardship of the organization. There are three Committees of the Board of Directors – the Audit Committee, the Environmental, Social and Governance Committee and the Human Resources and Compensation Committee - each led by a Committee Chairperson. Executive-level members of the organization report to our President and CEO. The President and CEO communicates ESG policies, programs and performance to the Board and Committees and, through town hall meetings, to employees. The overall responsibility for the implementation of Purolator’s ESG strategy is led by the Senior Vice President, Chief Human Resources Officer (CHRO) and the Senior Vice President, General Counsel and Corporate Secretary. Both Senior Vice Presidents report directly to the President and CEO.	Leadership & Governance - Corporate Governance 2024 Sustainability Report, Organizational Governance Structure, page 15 2024 Sustainability Report, 2024 ESG Performance, page 64
2-10	Nomination and selection of the highest governance body		Leadership & Governance - Corporate Governance
2-11	Chair of the highest governance body	Lloyd Bryant, Board Chairperson The Board Chairperson is not an executive of Purolator.	Leadership & Governance - Corporate Governance

<p>2-12</p>	<p>Role of the highest governance body in overseeing the management of impacts</p>	<p>Purolator’s highest governance body is the Board of Directors, responsible for the stewardship of Purolator. That stewardship consists primarily of the duty to manage, or supervise the management of, the business and affairs of the Corporation and, where material or otherwise significant to the Corporation, the business and affairs of the Corporation’s subsidiaries.</p> <p>The Audit Committee oversees the risk management process, which includes potential legal risks and enterprise risk management. The Committee’s charter includes review with the Corporation’s Senior Vice President, General Counsel and Corporate Secretary on all potential legal risks to the Corporation or its subsidiaries that could, if they were to materialize, have a significant adverse effect on the Corporation. The charter also includes reviewing compliance and strategic risks facing the Corporation and the actionstaken to monitor and manage those risks.</p> <p>Purolator conducts ongoing stakeholder consultations with both internal and external stakeholders on ESG topics. Our executive-level leadership regularly participates in meetings and consultations throughout the year on material topics and provides feedback and progress to the Board and Board committees.</p> <p>In 2024, Purolator created its new Corporate Sustainability Reporting Framework under the oversight of the Audit Committee. Purolator is committed to maintaining strong sustainability reporting standards and conducting its business in an environmentally responsible manner. The Corporate Sustainability Reporting Framework includes definitions and measurement methodology for key performance indicators (KPIs) used in Purolator’s annual sustainability report.</p> <p>Purolator is committed to ensuring transparent governance and adherence to business ethics in creating the annual sustainability report. The purpose of the sustainability report is to communicate Purolator’s progress towards committed goals and highlight year-over-year performance to stakeholders.</p>	<p><u>Leadership & Governance</u> - Corporate Governance, Committees 2024 Sustainability Report, Materiality, page 10 2024 Sustainability Report, Sustainability Governance and Management, page 14 2024 Sustainability Report, Stakeholder Engagement Table, pages 71</p>
<p>2-13</p>	<p>Delegation of responsibility for managing impacts</p>	<p>The overall responsibility for the implementation of Purolator’s ESG strategy is led by the Senior Vice President, Chief Human Resources Officer (CHRO) and the Senior Vice President, General Counsel and Corporate Secretary. Both Senior Vice Presidents report directly to the President and CEO.</p> <p>Purolator’s legal and finance teams maintain and regularly review the Delegation of Authority policy, which sets out the approvers and approval limits, as well as who needs to be engaged for decisions concerning Purolator Inc. and our U.S. operations, Purolator International.</p>	<p><u>Leadership & Governance</u> - Corporate Governance, Committees 2024 Sustainability Report, Sustainability Governance and Management, page 14 2024 Sustainability Report, Materiality, page 10</p>
<p>2-14</p>	<p>Role of the highest governance body in sustainability reporting</p>	<p>Purolator’s annual sustainability report is reviewed and approved by both our ESG Committee and President and CEO.</p>	<p>2024 Sustainability Report, Sustainability Governance and Management, page 14</p>
<p>2-15</p>	<p>Conflicts of interest</p>	<p>Critical concerns are brought quarterly to Board of Directors meetings and Board Committee meetings. Critical concerns are also escalated to the Board and Board Chairperson as needed depending on severity and urgency.</p>	<p><u>Leadership & Governance</u> – Policies – Code of Business Conduct and Ethics 2024 Sustainability Report, Ethical Conduct, page 16</p>
<p>2-16</p>	<p>Communication of critical concerns</p>	<p>Critical concerns are brought quarterly to Board of Directors meetings and Board Committee meetings. Critical concerns are also escalated to the Board and Board Chairperson as needed depending on severity and urgency.</p>	<p>2024 Sustainability Report, Ethical Conduct, page 16</p>

2-17	Collective knowledge of the highest governance body		Leadership & Governance - Corporate Governance
2-18	Evaluation of the performance of the highest governance body	Each Director is, together with the other members of the Board, responsible for the stewardship of the Corporation. This entails managing, or, to the extent that the authority to manage the business and affairs of the Corporation has been delegated to the President and CEO, supervising the management of the business and affairs of the Corporation. To this end, a Director must devote their best efforts to the fulfillment of the Board's responsibilities set out in the Board of Directors' Mandate.	Leadership & Governance - Corporate Governance
2-19	Remuneration policies	<p>Through continued commitment to strong corporate and individual performance, Purolator's employees are integral to the organization's success. The Annual Incentive Plan (AIP) is one of the key elements in Purolator's total rewards offering that recognizes the contribution of its people in driving the achievement of corporate results. Every employee within Purolator, including senior leadership and the President and CEO, is held accountable to shared organizational goals as outlined in our Balanced Scorecard.</p> <p>This accountability is evident in our approach to annual incentives, which includes a pay-per-performance compensation plan. This is accomplished through our AIP, where performance is measured through corporate targets, which include environmental sustainability, DEIB and community investment. Purolator's AIP program and Balanced Scorecard are governed and approved by the Board of Directors.</p>	Leadership & Governance - Committees - Human Resources and Compensation Committee Charter

4. Strategy, Policies and Practices

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
2-22	Statement on sustainable development		2024 Sustainability Report, Message from the President & CEO, page 2 2024 Sustainability Report, Message from the Chairperson of the Board, page 3
2-23	Policy commitments	<p>Purolator is federally regulated and has implemented management practices to protect the health and safety of its employees, its customers and the communities it serves. Purolator continues to work with internal and external stakeholders to manage and mitigate environmental risks, particularly those related to climate change.</p> <p>Purolator has a Code of Business Conduct and Ethics that has been approved by the Board of Directors and the President and CEO. Our Code of Business Conduct and Ethics reinforces our values by articulating the standards of conduct expected of Purolator employees in areas such as legal compliance, anticorruption, conflicts of interest, political activities, competitive practices and more.</p>	<p>Leadership & Governance – Policies – Code of Business Conduct and Ethics 2024 Sustainability Report, Ethical Conduct, page 16</p>
2-24	Embedding policy commitments		<p>Leadership & Governance – Policies – Code of Business Conduct and Ethics 2024 Sustainability Report, Ethical Conduct, page 16</p>
2-25	Processes to remediate negative impacts	All unionized employees have access to a binding grievance arbitration procedure as part of their collective agreement. This process is required by law and applies to the adjudication of any employment-related dispute, including challenging the termination of the employment relationship itself.	2024 Sustainability Report, Stakeholder Engagement Table - Bargaining Agents (Unions), page 73
2-26	Mechanisms for seeking advice and raising concerns	Purolator employees are required to report any violations of the Code to their immediate supervisor or through Purolator’s confidential submissions process. The Confidential Submissions Policy applies to all employees who witness or become aware of any wrongdoing.	<p>Leadership & Governance – Policies - Confidential Submissions Policy 2024 Sustainability Report, Ethical Conduct, page 16</p>
2-27	Compliance with laws and regulations	<p>During the 2024 reporting year, Purolator had no known significant instances of non-compliance with laws and regulations.</p> <p>Any breaches of non-compliance are brought to the Board of Directors and the Audit Committee on a quarterly basis. None were noted in 2024.</p>	<p>Leadership & Governance – Policies - Code of Business Conduct and Ethics 2024 Sustainability Report, Ethical Conduct, page 16</p>

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Membership associations

Bolded memberships below indicate where Purolator participates in a significant role and our membership is viewed as strategic. The nonbolded memberships indicate memberships where Purolator plays less of a significant role, but the membership is highly valued and important to our governance and operations.

Purolator memberships include:

Business and Governance:

- **Canadian Trucking Alliance (CTA)**
- **Ontario Trucking Association (OTA)**
- **Customs Trade Partnership Against Terrorism (CTPAT)**
- **Partners in Protection (PIP)**
- **NAFA Fleet Management Association**
- **International Air Transport Association (IATA)**
- **Retail Council of Canada (RCC)**
- **Canadian Marketing Association (CMA)**
- **Canadian International Freight Forwarders Association (CIFFA)**
- **The International Air Cargo Association (TIACA)**
- **Air Forwarders Association (AFA)**
- **Maple Business Council**
- **Reverse Logistics Association (RLA)**
- **U.S. Transportation Security Administration (TSA)**
- **U.S. Transportation & Logistics Council (TLC)**
- **Infrastructure Health & Safety Association – Ontario (IHSA)**
- Transported Asset Protection Association (TAPA)
- Trucking Security Requirements (TSR)
- Facility Security Requirements (FSA)
- American Society for Industrial Security (ASIS)
- Truckers Against Trafficking (TAT)
- The Council on Safe Transportation of Hazardous Articles, Inc. (COSTHA)
- Communitech
- SafetyDriven – Trucking Safety Council of British Columbia (TSCBC)
- Alberta Motor Transport Association (AMTA)
- Manitoba Trucking Association

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Membership associations

Environment:

- Pembina Institute – Business Renewables Centre (BRC)
- Pembina Institute – Urban Delivery Solutions Initiative (UDSI)
- Canadian Chamber of Commerce Net-zero Council
- Electric Mobility Canada (EMC)
- Advanced Clean Transport (ACT) – Fleet Forum
- Ontario Chamber of Commerce
- France Canada Chamber of Commerce
- Circular Materials – Material Access Working Group

Social:

- Purolator Tackle Hunger® program community partnerships
- Corporate sponsorships with community and charitable organizations Canadian Centre for Diversity and Inclusion
- Pride at Work Canada
- Women in Trucking Association (WTA)
- Cleveland Clinic of Canada
- TELUS Health
- Ready, Willing and Able
- Canadian Centre for Diversity and Inclusion
- Wellbeats
- Society for Human Resource Management (SHRM)

5. Stakeholder Engagement

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
2-29	Approach to stakeholder engagement		2024 Sustainability Report, Stakeholder Engagement, page 71
2-30	Collective bargaining agreements		2024 Sustainability Report, Stakeholder Engagement, page 71 2024 Canada Post Annual Report , Purolator Segment, page 96

GRI 3: Material Topics 2021

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-1	Process to determine material topics		2024 Sustainability Report, Materiality, page 10 2024 Sustainability Report, Stakeholder Engagement, page 71
3-2	List of material topics		2024 Sustainability Report, Materiality, page 10
3-3	Management of material topics	Details on the management of each material topic are reported in the relevant sections of the sustainability report and further detailed throughout this document.	2024 Sustainability Report

201: Economic Performance

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	Canada Post Corporation's Annual Report is prepared for the year ended December 31, 2024, for Canada Post Corporation and its subsidiary – Purolator Holdings Ltd. (Purolator).	2024 Sustainability Report, Materiality, page 10
201-1	Direct economic value generated and distributed		2024 Canada Post Annual Report, Purolator Segment page 86 2024 Sustainability Report, 2024 ESG Performance, page 64
201-2	Financial implications and other risks and opportunities due to climate change	<p>Purolator's enterprise risk management (ERM) framework outlines how enterprise risks are managed, including environmental risk, at all levels of decision-making. An aim of ERM is to mitigate enterprise-level risks that may affect Purolator's ability to meet its strategic objectives.</p> <p>In 2024, we disclosed our climate risk reporting for the second time, following the TCFD framework and aligning with IFRS S2 Standard. While we aimed to respond to all 11 recommendations, scenario analysis has not been conducted. However, we plan to integrate this into our future assessments and disclose the results in upcoming sustainability reports.</p>	2024 Sustainability Report, Risk Management, page 17 2024 Sustainability Report, Climate Risks and Opportunities, page 45 2024 Sustainability Report, TCFD and IFRS S2 Disclosure, page 70
201-3	Defined benefit plan obligations and other retirement plans	<p>The accrued benefits under the Hourly Plan (Defined Benefit (DB)) and Salaried Plan (DB and Defined Contribution (DC)) are paid from the plan assets which are held in a trust (by CIBC Mellon for the DB plans and by Sun Life for the DC plan). While Purolator remits contributions to the plan's assets to cover benefits being accrued during the year and to fund deficit (if any), the plan's liabilities that come due (i.e., benefit payments) are not met by the organization's general resources but rather by the plan's assets. The benefits of the DB Supplemental Executive Retirement Plan (SERP) are also covered by the assets held in a trust, for this plan, by CIBC Mellon.</p> <p>Separate funds exist for the Hourly Plan (DB), Salaried Plan (DB and DC) and the DB SERP.</p> <p>Based on the December 31, 2024 actuarial valuation for funding purposes, the Hourly Plan (DB) and the DB component of the Salaried Plan are fully funded on both going concern and solvency basis. Should an actuarial valuation for funding purposes reveal a deficit in the future, Purolator would be required to remit contributions (i.e., special payments) to fund the deficit in accordance with the Pension Benefit Standards Act, 1985 and its regulations.</p> <p>For the DC component of the Salaried Plan, because the plan's pension liabilities are always equal to the plan's assets, a deficit cannot occur.</p> <p>Based on the December 31, 2024 actuarial valuation for funding purposes of the DB SERP, the plan is in surplus, i.e., DB SERP's liabilities are fully covered by the plan's assets.</p>	

<p>201-3</p>	<p>Defined benefit plan obligations and other retirement plans</p>	<p>Employee</p> <p>DB Plan: N/A</p> <p>DC Plan: Employer Core is 3.5% of eligible earnings</p> <p>Employee Voluntary: Employees can make voluntary contributions from 0.5% to 3% of their eligible earnings in increments of 0.5%</p> <p>Additional Voluntary: Employees can also make additional voluntary contributions up to a maximum of 8.5% of their earnings in increments of 0.5%</p> <p>Employer</p> <p>Employer Match: Effective January 1, 2025, Purolator improved the employer match to automatically provide a 100% match on the first 3% of employee voluntary contributions. The requirement to meet annual performance targets (EBT) to top up the match from 2% to 3% was removed. In other words, if an employee contributes 3%, Purolator will automatically contribute an additional 3%.</p> <p>DB Plan: Participation is based upon meeting eligibility to enroll in the plan</p> <p>DC Plan: Participation is mandatory. Employees eligible for the DB Plan are not eligible for the DC Plan</p>	
<p>201-4</p>	<p>Financial assistance received from government</p>	<p>In 2024, Purolator received over \$1.8 million in sustainability-related incentives for our fleet electrification and EV charging infrastructure across Canada from Natural Resources Canada (NRCan) Zero Emission Vehicle Infrastructure Program and the CleanBC Go Electric Commercial Vehicle Pilots Program.</p> <p>These incentives will help with costs associated with our fleet decarbonization which includes the purchase of more than 3,500 electric vehicles, electrification of approximately 60 terminals, 260 new electric vehicle chargers and additional investments in low-carbon solutions such as mobile carbon capture.</p> <p>In 2025, we plan to continue identifying and applying to additional incentives across Canada. Purolator plans to begin building carbon credits from on-site EV charging under the federal Clean Fuel Standard (CFR) and British Columbia's Low Carbon Fuel Standard.</p>	<p>2024 Sustainability Report, Greening Our Fleet, pages 47</p>

203: Indirect Economic Impacts

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	A sizable portion of Purolator’s indirect economic impact is contributed through the Purolator Tackle Hunger program. Purolator made a promise to help alleviate food insecurity when we launched the Purolator Tackle Hunger® program in 2003 and the tradition of supporting our communities continues. Our community investment efforts seek to promote local community engagement and development and to benefit our communities through food and monetary donations and volunteering.	2024 Sustainability Report, Helping Our Neighbours, page 57
203-1	Infrastructure investments and services supported		2024 Sustainability Report, About Purolator, page 5 2024 Sustainability Report, Greening Our Buildings, page 50
203-2	Significant indirect economic impacts	<p>Since 2003, we have been committed to tackling hunger in Canada and making a difference in the communities where we live and work. Purolator Tackle Hunger is an initiative that is all about people helping people. Since the program began, this employee-led grassroots initiative has helped deliver more than 25 million pounds of food to families across Canada.</p> <p>In 2024, we raised over 2.4 million pounds of food and exceeded our ambitious two-million-pound goal for the year. Purolator employees hosted 157 employee-led fundraising events in communities across Canada. In addition to collecting food for communities, Purolator provides in-kind logistics support and services to food banks and agencies to help them safely transport food donations.</p> <p>In 2024, we raised 403,249 pounds of food through our Canadian Football League (CFL) Game Day’s across Canada in support of Purolator Tackle Hunger.</p>	2024 Sustainability Report, Helping Our Neighbours, page 57

GRI 300: Environmental

302: Energy

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	Purolator operates a network of more than 190 buildings, including hubs, terminals, retail locations and corporate offices. Our property managers support us in compiling quarterly and yearly reports on energy performance and consumption. Purolator works with property managers and other partners to identify energy savings opportunities and implement retrofits in our facilities.	2024 Sustainability Report, Climate Change and Emissions, page 43
302-1	Energy consumption within the organization	Actual energy consumption data was provided for each facility. If energy consumption data was not available, it was estimated based on the average emission intensities for similar facilities in the same province. If there was insufficient data to make a meaningful estimate, province-based emission intensities were sourced from NRCan.	2024 Sustainability Report, Climate Change and Emissions, page 43 2024 Sustainability Report, ESG Performance, page 64
302-2	Energy consumption outside of the organization	<p>Purolator’s GHG emissions data is calculated in compliance with the requirements of ISO 14064-1, the GHG Protocol and is third-party verified by an accredited auditor.</p> <p>Scope 3 categories applicable to Purolator’s business:</p> <ul style="list-style-type: none"> • Category 1: Purchased goods and services • Category 2: Capital goods • Category 3: Fuel- and energy-related activities (not included in Scope 1 and 2) • Category 4: Subcontracted/third-party ground, air and rail • Category 5: Waste generated at Purolator facilities and disposed off-site • Category 6: Business travel • Category 7: Employee commuting • Category 12: End-of-Life treatment of sold products <p>Until Purolator can source direct data from its upstream and downstream suppliers, it is not possible to estimate the energy consumption from any of the applicable Scope 3 categories. We will continue to collaborate with our suppliers and disclose this information as it becomes available.</p>	2024 Sustainability Report, Climate Change and Emissions, page 43
302-3	Energy Intensity	Our 2024 total energy intensity was 1.17 gigajoules per square metre.	2024 Sustainability Report, Climate Change and Emissions, page 43 2024 Sustainability Report, 2024 ESG Performance, page 64

<p>302-4</p>	<p>Reduction of energy consumption</p>	<p>Purolator is highly invested in increasing renewable energy use in Canada. To meet our target of reducing Scope 2 GHG emissions by 100% by 2030 (from a 2020 base year), we have developed a renewable energy strategy that increases our use of renewable electricity year-over-year until 2030.</p> <p>In 2024, we continued to progress toward our goal by purchasing Renewable Energy Certificates (RECs) from Bullfrog Power for our operations in Nova Scotia, New Brunswick, Prince Edward Island, Saskatchewan, the Yukon, Alberta and a portion of our operations in Ontario. We partner with Bullfrog Power to support the development of sustainable, renewable energy infrastructure across Canada.</p> <p>Through our investment in renewable electricity in Canada, the emissions associated with our electricity use are displaced by an equivalent quantity of electricity added to the grid derived from emissions-free, renewable sources. In 2024, our REC purchases continued to be supported by the Ellershouse Wind Farm in Nova Scotia, Burdett and Yellow Lake Solar Facility and Rattlesnake Ridge Wind Farm in Alberta.</p>	<p>2024 Sustainability Report, Climate Change and Emissions, page 43</p> <p>2024 Sustainability Report, Renewable Electricity, page 49</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p>
<p>302-5</p>	<p>Reductions in energy</p>	<p>We continue to investigate and identify ways we can reduce energy requirements of our products and services. By 2030, our goal is to electrify 60 per cent of our last-mile delivery fleet – approximately 3,000 vehicles across Canada. As we continue to make significant investments to decarbonize our fleet and operations, we are also deploying low-carbon solutions for our heavy-duty vehicles including electric tractors, mobile carbon capture and clean fuels. Furthermore, we will continue to focus on fuel efficiency in our operations through route optimization and deploying the right vehicle on the right route.</p> <p>As we make progress toward our 2030 goals and continue learning through our deployments, each year we revisit and revise our roadmap to maximize the benefits of our investments. As new technologies emerge or mature, we want to remain flexible in our plans so that we can capture opportunities for improvement.</p> <p>In 2023, Purolator began prioritizing the shift from road to rail. Through this initiative, in 2023 there were 770 trips shifted from truck to rail, reducing emissions from these trips by more than 75%. In 2024, Purolator expanded this initiative by shifting an additional 2,820 trips from road to rail, reducing related emissions by 2,800 tCO₂e.</p> <p>In 2024, Purolator was proud to be one of the first air freight companies in Canada to use Shell Canada Products' Avelia Platform for Sustainable Aviation Fuel (SAF) services, marking another step toward our goal of achieving net-zero GHG emissions by 2050. Avelia, one of the world's first aviation blockchain-powered digital SAF book-and-claim solutions, provides access to the benefits of SAF, a fuel which reduces lifecycle GHG emissions by up to 80 per cent compared with conventional aviation fuel.</p> <p>Across 2024, Purolator utilized over 3,100,000 litres of renewable diesel fuel, reflecting an increase of 15 per cent since 2023. As of December 2024, renewable diesel represents approximately 20 per cent of Purolator's total diesel use. In 2025, Purolator will continue to work closely with our fuel partners to ensure the additional deployment of renewable fuel options as they continue to become available.</p>	<p>2024 Sustainability Report, Climate Change and Emissions, page 43</p> <p>2024 Sustainability Report, Greening Our Fleet, page 47</p> <p>2024 Sustainability Report, Clean Fuels, page 48</p>

305: Emissions

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>Since 2007, Purolator has undertaken to develop a comprehensive GHG emissions inventory for our Canadian business. Facilities and fleet GHG emissions data pertains to all of Purolator's Canadian and U.S. operations. In 2024, we once again completed third-party verification of our GHG emissions inventory.</p> <p>The following methodologies were used to calculate our GHG emissions-related disclosures:</p> <ul style="list-style-type: none"> • Purolator has elected to use the Operational Control Approach described in the GHG Protocol Corporate Standard and the International Organization for Standardization's (ISO) Specification 14064-1. • The Global Warming Potential (GWP) rates used in this exercise are the 100-year time horizon values drawn from the International Panel on Climate Change (IPCC), Sixth Assessment Report (AR6) dated 2024. AR6 includes the most recent GWP factors available and is currently recommended by WRI for use in GHG emissions inventory calculations. Purolator reviews the GWP annually as part of the inventory development process. • GHG emissions included in the calculation are carbon dioxide, methane and nitrous oxide gases, reported in carbon dioxide equivalent (CO₂e). • Purolator uses a 2020 emissions base year. 	<p>2024 Sustainability Report, Climate Change and Emissions, page 43</p> <p>2024 GHG Verification Statement</p>
305-1	Direct (Scope 1) GHG emissions	<p>In Purolator's GHG emissions inventory, direct (Scope 1) emissions primarily originate from the on-site combustion of fuels, used for operation of buildings and mobile emissions from our owned and rental fleet.</p> <p>For Purolator's owned and rental fleet, Geotab was used to source fuel consumption data. For vehicles that did not have Geotab installed during the reporting period, the fuel consumption was estimated based on fuel use by similar fleet vehicles. The fuel consumption was multiplied by the associated emission factor to calculate the total CO₂e emissions. The emission factors were sourced from Environment and Climate Change Canada's 2023 National Inventory Report.</p> <p>For the use and operation of Purolator buildings in Canada, energy consumption actuals were provided for each facility. If energy consumption data was not available, it was estimated based on the average emission intensities for similar facilities in the same province. If there was insufficient data to make a meaningful estimate, province-based emissions intensities were sourced from NRCan. The energy consumption was multiplied by the associated provincial emission factor to calculate the CO₂e emissions. The emission factors were sourced from Environment and Climate Change Canada's 2023 National Inventory Report.</p> <p>For the use and operation of Purolator International buildings in the U.S., consumption actuals were provided for each facility. The energy consumption was then multiplied by the associated emission factor sourced from the U.S. Environmental Protection Agency's (EPA) GHG Emission Factors Hub.</p>	<p>2024 Sustainability Report, Climate Change and Emissions, page 43</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p> <p>2024 GHG Verification Statement</p>

<p>305-2</p>	<p>Energy indirect (Scope 2) GHG emissions</p>	<p>Indirect energy (Scope 2) emissions were quantified based on purchased electricity consumption at Purolator facilities, which also includes electricity consumption by our owned electric vehicles. They are considered “indirect” because the actual GHG emissions associated with the generation of electricity originate off-site at a power station.</p> <p>Energy consumption actuals were provided for each facility in Canada. If energy consumption data was not available, it was estimated based on the average emission intensities for similar facilities in the same province. If there was insufficient data to make a meaningful estimate, province-based emissions intensities were sourced from NRCan. The energy consumption was multiplied by the associated provincial emission factor to calculate the CO₂e emissions. The emission factors were sourced from Environment and Climate Change Canada’s 2023 National Inventory Report.</p> <p>For the use and operation of Purolator International buildings in the U.S., consumption actuals were provided for each facility. The energy consumption was then multiplied by the associated emission factor sourced from the EPA’s GHG Emission Factors Hub based on the eGRID subregion.</p>	<p>2024 Sustainability Report, Climate Change and Emissions, page 43</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p> <p>2024 GHG Verification Statement</p>
<p>305-3</p>	<p>Other indirect (Scope 3) GHG emissions</p>	<p>Indirect (Scope 3) emissions included in Purolator’s inventory were those associated with upstream and downstream emission sources. A comprehensive approach has been taken in the development of the annual GHG emissions inventory and all material sources are included in the inventory.</p> <p>Purchased Goods and Services (Category 1), Capital Goods (Category 2):</p> <p>Purchased goods and services and capital goods used spend-based activity data. The emission factors were sourced from the Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities tool.</p> <p>Upstream Emissions from Purchased Fuels (Category 3):</p> <p>Upstream emissions from purchased fuels were calculated based on associated consumption data. The emission factors were sourced from the U.K. Government’s Department for Energy Security and Net Zero well-to-tank conversion factors.</p> <p>Upstream Transportation and Distribution (Category 4):</p> <ul style="list-style-type: none"> • Subcontracted ground: Includes carriers, owner-operators, partner services and rail. For rail, Purolator’s portion of emissions was provided directly from our main partner. For all other subcontracted ground services, distance-based activity data was used to calculate the fuel consumption. The fuel consumption was multiplied by the associated emission factor to calculate the total CO₂e emissions. The emission factors were sourced from Environment and Climate Change Canada’s 2023 National Inventory Report and the EPA GHG Emission Factors Hub. • Air: Five subcontracted air carriers were included in the 2024 inventory. For three of the carriers, fuel consumption data was used to calculate the total CO₂e emissions. Emission factors were sourced from Environment and Climate Change Canada’s 2023 National Inventory Report. Air Canada and Voyageur provided the total CO₂e emissions specifically for Purolator, using IATA’s recommended practices for CO₂ allocation. Also included were emissions from International Delivery Services spend. The emission factor was sourced from the Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities tool. <p>Waste Generated in Operations (Category 5):</p> <p>In 2024, municipal solid waste and recycling was collected by 11 separate waste haulers, covering approximately 90% of Purolator facilities. We are working with our property managers to improve waste data collection for future iterations of the inventory. The metric tonnes for each type of waste or recycling stream were reported. The emission factors were sourced from the EPA GHG Emission Factors Hub.</p>	<p>2024 Sustainability Report, Climate Change and Emissions, page 43</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p> <p>2024 GHG Verification Statement</p>

305-3	Other indirect (Scope 3) GHG emissions	<p>Business travel (Category 6): Includes air travel, car rentals, taxi use, public and passenger train transport and business travel using personal vehicles. For personal vehicle use and air travel, distance-based activity data was used to calculate the fuel consumption. Air travel was categorized into short-, medium- and long-haul travel. Emissions factors were sourced from the EPA GHG Emission Factors Hub. For car rentals, taxi use and public and passenger train transport, spend-based activity data was used to calculate fuel consumption. The fuel consumption was multiplied by the associated emission factor to calculate the total CO₂e emissions. The emission factors were sourced from Exiobase, ClimaTiq, Environment and Climate Change Canada's 2023 National Inventory Report and the Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities tools.</p> <p>Employee Commuting (Category 7): In the 2024 inventory, the methodology to calculate employee commuting emissions was expanded to the distance-based method. Employee data was leveraged including start and end dates, work hours and distance to workplace. The emission factors were sourced from the EPA GHG Emission Factors Hub.</p> <p>End-of-Life Treatment of Sold Products (Category 12): Sold Products includes all packaging sold to customers – including branded and non-branded packaging, The metric tonnes for each material type were reported. The emission factors were sourced from the EPA GHG Emission Factors Hub.</p>	
305-4	GHG emissions intensity	Our 2024 total GHG emissions intensity (including Scope 1, Scope 2 (Market-based) and Scope 3 emissions) was 181 metric tonnes of carbon dioxide equivalent per millions in revenue and 3.03 metric tonnes of carbon dioxide equivalent per 1,000 packages delivered.	<p>2024 Sustainability Report, Climate Change and Emissions, page 43</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p>
305-5	Reduction of GHG emissions	<p>As part of our long-term commitment to achieving net zero emissions by 2050, we continue to invest in clean fuels and innovative low-carbon solutions.</p> <p>In 2024, we received the YVR Green Excellence Award presented by the Vancouver Airport Authority; this is the fourth time that Purolator has been presented with this award. Purolator was recognized in the Environmental Innovation category for our strides in reducing greenhouse gas emissions through the electrification of our fleet.</p>	<p>2024 Sustainability Report, Climate Change and Emissions, page 43</p> <p>2024 Sustainability Report, Greening Our Fleet, page 47</p> <p>2024 Sustainability Report, Clean Fuels, page 48</p> <p>2024 Sustainability Report, Renewable Electricity, page 49</p> <p>2024 Sustainability Report, Greening Our Buildings, page 50</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p> <p>2024 GHG Verification Statement</p>
305-6	Emissions of ozone-depleting substances (ODS)	Purolator is not a producer, importer nor exporter of ozone-depleting substances (ODS).	

305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<p>Purolator's fleet emits NO_x, SO_x and PM₁₀ pollutants through tailpipe emissions. In future inventories, we will continue to work towards quantifying our emissions associated with NO_x, SO_x and PM₁₀.</p> <p>Electrification of our fleet will help reduce and prevent significant air emissions of these pollutants.</p> <p>In our facilities, we are actively engaged in identifying ways to reduce pollutants related to energy and fuel use, including electric forklifts and on-site renewable energy. Indoor Air Quality Assessments are completed as needed to ensure air pollutants remain within accepted standards, as set by ANSI/ASHRAE Standard 62.1-2022 - Ventilation and Accepted Indoor Air Quality.</p>
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306: Waste

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	Our property management partner compiles our annual waste management report. They work with contracted waste haulers to consolidate landfill and waste diversion data, enabling oversight of waste streams for all our facilities.	2024 Sustainability Report, Circular Economy and Waste, page 53
306-1	Waste generation and significant waste-related impacts	Most of the waste generated in our facilities comes from cardboard, plastic and wood pallet waste. These are categorized under non-hazardous waste. We are currently working with our property management and waste haulers to implement comprehensive recycling programs in all our facilities.	2024 Sustainability Report, Circular Economy and Waste, page 53
306-2	Management of significant waste-related impacts	<p>Purolator has a Hazardous Waste Procedure. The objective of the procedure is to establish requirements for the management of materials that are deemed hazardous waste under the relevant legislation. These materials are typically generated by the cleanup of discharges produced in the garage or terminal as non-product output during normal operations or maintenance or generated from damaged or undeliverable Dangerous Goods not returnable to the original consignor. This procedure is to be followed for facility registration (where required), shipping documentation, storage, handling and disposal of these materials. This procedure applies to all Purolator employees, facilities and workplaces.</p> <p>Purolator has outlined a Non-Hazardous Waste Procedure to ensure that practices are in place to minimize the generation of non-hazardous waste and ensure that disposal is conducted in an environmentally safe and acceptable manner. The procedure applies to all Purolator employees, facilities and workplaces.</p>	<p>2024 Sustainability Report, Dangerous Goods, page 28</p> <p>2024 Sustainability Report, Circular Economy and Waste, page 53</p>
306-3	Waste generated	<p>We are continually measuring our operational waste generation, working with our customers and suppliers to reduce waste at the source, finding innovative means to maximize our recycling efforts and seeking ways to contribute to the circular economy. Our waste reduction initiatives include recycling programs for office waste, cardboard, plastic film and wood pallets.</p> <p>In 2024, we conducted two waste audits at select sites across Canada to further determine how we can increase our diversion of landfill waste.</p> <p>From an individual consumer waste perspective, we are engaging with the Extended Producer Responsibility program to account for packaging and other items that will end up in residential blue boxes. Supply data is being submitted for the Ontario Blue Box program on a yearly basis, with a continued expansion to other programs across Canada.</p> <p>Total waste generated in 2024 was 8,969 metric tonnes</p>	<p>2024 Sustainability Report, Circular Economy and Waste, page 53</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p>

306-4	Waste diverted from disposal	<p>Our total waste diversion for 2024 was 79%, exceeding our goal of 70% reduction by 2030. Additional contributors to achieving this goal are listed below:</p> <ul style="list-style-type: none"> • Completed a pilot to divert customer returns from landfill • Expanded deployment of our reusable pallet wrap pilot to five additional facilities • Conducted two waste audits to identify further waste diversion opportunities • Substituted new cardboard storage boxes with second-hand recycled boxes at our facility in Etobicoke, Ont. • Continued engagement with facilities to implement waste and recycling services that optimize diversion from landfill <p>Waste diverted from landfill in 2024 was 7,064 metric tonnes</p>	<p>2024 Sustainability Report, Circular Economy and Waste, page 53</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p>
306-5	Waste divereted to disposal	<p>Waste directed to landfill in 2024 was 1,904 metric tonnes</p>	<p>2024 Sustainability Report, Circular Economy and Waste, page 53</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p>

308: Supplier Environmental Assessment

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>At Purolator, we are committed to working with suppliers who align with our corporate values and high environmental and social responsibility standards. These expectations are documented in our Responsible Sourcing Standard and determine our responsible procurement strategy. We plan to further engage with our suppliers to measure, track and reduce our emissions in our supply chain.</p>	<p>2024 Sustainability Report, Responsible Sourcing, page 18</p> <p>2024 Sustainability Report, Stakeholder Engagement, page 71</p> <p>Leadership & Governance – Policies – Supplier Code of Conduct</p>
308-1	New suppliers that were screened using environmental criteria	<p>We have developed and will continue to update as required, the strategy, targets (2030 goals and shorter-term objectives) and roadmap for responsible procurement at Purolator.</p> <p>A key part of the strategy will be to continue to use and improve our responsible procurement process at Purolator, including the following deliverables:</p> <ul style="list-style-type: none"> • Procurement procedures • Supplier engagement strategy • Training and communications • Measurement and reporting 	<p>2024 Sustainability Report, Responsible Sourcing, page 18</p>

308-2	Negative environmental impacts in the supply chain and actions taken	<p>Purolator published its first Environmental, Social and Governance (ESG) Procurement Annual Survey Report internally in 2024. The second annual survey has been issued and the data is being assessed and will be published in Q2 2025. The ESG Procurement Annual Survey consists of three sections, with a total of 24 questions covering:</p> <ul style="list-style-type: none"> • ESG Engagement • Program Maturity • GHG Reduction & Waste Management 	2024 Sustainability Report, Responsible Sourcing, page 18
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GRI 400: Social

403: Occupational Health and Safety

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>The health and safety of our employees is a top priority at Purolator. Everyone within our company, from frontline workers to senior leadership team members and the Board, are responsible for ensuring a healthy and safe workplace. Purolator maintains an Occupational Health and Safety (OH&S) management system.</p>	<p>2024 Sustainability Report, Health and Safety, page 27</p> <p>Leadership & Governance - Policies - Health and Safety Policy</p>
403-1	Occupational health and safety management system	<p>As a federally regulated employer, Purolator follows Federal Health and Safety legislation such as the Canada Labour Code and the Canada Occupational Health and Safety Regulations. In addition, Purolator abides by legislation regulated by provincial transportation ministries and worker's compensation boards.</p> <p>All Purolator employees, facilities and workplaces are included in the scope of our OH&S management system. Our OH&S management system is internally and externally audited.</p> <p>Purolator employs 34 full-time health and safety professionals from various health and safety backgrounds and experiences. Our OH&S management system is internally and externally audited. Purolator also employs one consultant that specializes in machine safety.</p> <p>Purolator uses Blueworks Live, a tool to manage the approval process for its policies and procedures. In a continuous improvement effort and to ensure currency and relevancy to the business all policies, procedures, Job Hazard Analysis and Qualitative Risk Assessments are reviewed and revised as required and at minimum every three years. Review of these documents is done in a cross-functional manner with involvement from the Policy Committee, Workplace Health and Safety Committees and stakeholders from various relevant departments.</p>	<p>2024 Sustainability Report, Health and Safety, page 27</p> <p>Leadership & Governance - Policies - Health and Safety Policy</p>
403-2	Hazard identification, risk assessment and incident investigation	<p>Purolator has implemented a Hazard Prevention Program procedure to outline the process Purolator will use in the development, implementation and monitoring of a program for the prevention of hazards in compliance with the requirements of the Canadian Occupational Health and Safety Regulations.</p> <p>The Hazard Prevention Program includes an implementation plan, a hazard identification and assessment methodology and a hazard identification and assessment including ergonomics-related hazards, preventive measures, employee training and Hazard Prevention Program evaluation. The scope of the procedure applies to Purolator employees, facilities and workplaces. Purolator has a Workplace Injury & Hazardous Occurrence Reporting Procedure to ensure employees receive proper treatment for injuries in the course of their work and to ensure accidents are reported and investigated to prevent recurrence.</p>	<p>2024 Sustainability Report, Health and Safety, page 27</p> <p>Leadership & Governance - Policies - Health and Safety Policy, Psychological Health and Safety Policy</p>

<p>403-3</p>	<p>Occupational health services</p>	<p>Purolator provides first aid and mental health first aid from its certified first aiders and Mental Health First Aid Responders as necessary and when the situation dictates, local emergency medical services are called.</p> <p>Purolator provides to all employees at no cost, access to an Employee and Family Assistance Program (EFAP) offered through TELUS Health. The EFAP provides employees and their families with access to confidential and professional advice on a wide range of topics 24 hours a day, seven days a week. All services are kept strictly confidential.</p> <p>Around flu season, Purolator works with local health care organizations to arrange and host onsite flu clinics for its employees. These are held at various locations throughout our organization.</p> <p>At the largest facility in the organization, the National Hub Ontario (NHO), Purolator employs one occupational health nurse. The Registered Nurse provides first aid and assists with triaging in the event medical aid is necessary.</p>	<p>2024 Sustainability Report, Health and Safety, page 27</p> <p>2024 Sustainability Report, Health and Well-being, page 29</p>
<p>403-4</p>	<p>Worker participation, consultation and communication on occupational health and safety</p>	<p>Purolator acknowledges its responsibility to protect employees from occupational injury and illness. This responsibility will take precedence over operating objectives. We commit to consulting with workers and encouraging their participation in the initiatives of the H&S Policy Committee and respective Workplace Health and Safety Committees. By involving workers in the development of our health and safety policies and procedures, we will work together to create a workplace that is physically and psychologically safe.</p>	<p>2024 Sustainability Report, Health and Safety, page 27</p> <p><u>Leadership & Governance</u> - Policies - Health and Safety Policy, Psychological Health and Safety Policy</p>
<p>403-5</p>	<p>Worker training on occupational health and safety</p>	<p>Purolator has several policies and procedures related to worker training. These include vehicle safety, personal protective equipment, motor vehicle backing, the Personal Safety Intervention Program and many more.</p> <p>In 2024, we continued implementing our health and safety strategy that focuses on this foundational approach. As part of this new strategy, we have augmented our core health and safety programs:</p> <ul style="list-style-type: none"> • Workplace Health and Safety Committees and representatives standard training module • Defensive Driving training program • Linehaul Finishing program • Incident reporting and investigations management software and training • Behaviour-based safety: Behaviour Observation and Feedback tool 	<p>2024 Sustainability Report, Health and Safety, page 27</p>
<p>403-6</p>	<p>Promotion of worker health</p>	<p>Purolator is committed to fostering a healthy workplace through its Psychological Health and Safety Policy. Maintaining a healthy work environment requires collective participation, making it a shared responsibility between employees and the organization. At Purolator, all employees are encouraged to prioritize their well-being and take full advantage of the programs and resources available to support their health.</p> <p>As part of our efforts to build health and safety capacity, we are committed to our Workplace Health and Safety Committees and representatives through regular training. Using their frontline experience and influence, our Committees and Representatives play a critical role in the organization as Health and Safety Ambassadors, providing support in increasing health and safety awareness, reducing risk and improving overall compliance.</p> <p>Purolator Health was developed based on a review of internal metrics and direct feedback from a 2022 Wellness Survey shared with all employees and their dependents. Taking a collaborative approach has ensured inclusivity and allowed us to leverage expertise across the organization to enhance awareness and utilization of existing health offerings. By fostering stakeholder engagement, we can deliver needs-driven resources and support to our target audience, helping them understand the value of self-care. Additionally, stakeholder input will guide the development of new initiatives to address gaps and ensure continuous evaluation and improvement.</p>	<p><u>Leadership & Governance</u> - Policies - Health and Safety Policy, Psychological Health and Safety Policy</p> <p>2024 Sustainability Report, Health and Safety, page 27</p> <p>2024 Sustainability Report, Health and Well-being, page 29</p>

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Purolator has a Health and Safety Action Management procedure. The aim of this procedure is to detail the process for managing Health and Safety Actions, including findings and actions resulting from any Purolator Health and Safety non-conformance non-compliance, or Opportunity for Improvement (OFI).	2024 Sustainability Report, Health and Safety, page 27
403-8	Workers covered by an occupational health and safety management system	<p>100% of our employees and contractors are covered under the OH&S management system. Purolator’s OH&S management system is internally and externally audited.</p> <p>Purolator has a procedure to outline the process to be used for any external OH&S audits, including any third-party audits. The scope of this procedure applies to any external OH&S audit that Purolator arranges to have conducted.</p>	<p>2024 Sustainability Report, Health and Safety, page 27</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p>
403-9	Work-related injuries	<p>Lost-time Injury Frequency Rate (LTIFR):</p> <p>Is calculated as the number of lost-time illnesses and injuries * 200,000 hours/the total number of hours worked by employees. LTIFR measures how many lost-time incidents have occurred year to date, measured as a frequency. This includes lost-time injuries. Contractor data and fatalities are excluded from this metric because they are currently unavailable. We will be reviewing disclosure requirements to address this on a yearly basis as we collaborate with our internal stakeholders to capture and track this data.</p> <p>Motor Vehicle Collision Frequency Rate:</p> <p>Is based on the number of collisions per 100,000 hours driven. This is tracked through our incident management software, myCority. In 2024, we adjusted our Motor Vehicle Collision Frequency Rate (MVCFR) calculation method to frequency by 100,000 hours driven to align with best practice (previously reported as frequency by 100,000 kilometers driven). To account for this methodology change, we also re-calculated our prior year MVCFRs using the new calculation method. Despite the change to calculation method we still saw year over year decreases across the past three years of measurement.</p>	<p>2024 Sustainability Report, Health and Safety, page 27</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p>
403-10	Work-related ill health	<p>Work-related ill health:</p> <ul style="list-style-type: none"> • The number of fatalities because of work-related ill health was zero • Purolator does not currently report on work-related ill health as defined by the International Labour Organization (ILO) • The main type of work-related ill health is musculoskeletal disorders <p>For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> • The number of fatalities because of work-related ill health was zero • Purolator does not track the recordable work-related ill health of non-Purolator employees (e.g., agency employees and contractors that work on Purolator premises). When an injury occurs to anyone meeting this criterion, the case is reported to the agency or contractor to whom the non-Purolator employee reports. • The main type of work-related ill health is musculoskeletal disorders 	<p>2024 Sustainability Report, 2024 ESG Performance, page 64</p> <p>2024 Sustainability Report, Health and Safety, page 27</p>

404: Training and Education

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>Purolator is committed to the growth and development of all employees through investment in internal and external development activities that align with individual and organizational objectives. In line with our Diversity, Equity, Inclusion and Belonging (DEIB) principles, we are committed to providing fair access to training opportunities for all eligible employees.</p> <p>We support a continuous learning culture and encourage employees to commit to their self-development and improvement. Purolator is committed to offering training and development opportunities to all Purolator employees. Specific requirements for external training are identified within our External Training and Development Policy, which is listed on our internal website and is available to employees.</p>	<p>2024 Sustainability Report, Talent Management, page 22</p> <p>2024 Sustainability Report, Diversity, Equity, Inclusion and Belonging (DEIB), page 34</p>
404-1	Average hours of training per year per employee	<p>In 2024, we delivered 159,515 hours of training to our 13,817 frontline and professional staff through e-learning kiosks, virtual instructor and in-person instructor-led training, across 187 locations. This included new hire onboarding, compliance, regulatory and operational training. This averaged over 133, 975 total training items. Average hours of training for the full year per employee was 11.5 hours.</p> <p>In 2024, we successfully onboarded and trained over 862 new hires, while providing approximately 24,467 hours of instructor-led training and hands-on learning that provided our new hires a successful experience in safety and in their role.</p>	<p>2024 Sustainability Report, Talent Management, page 22</p>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Across the country, we have 21 learning and development centres of excellence (COE) and hundreds of e-learning kiosks, for timely and consistent training of our frontline employees. Other high-profile programs include Lean Six Sigma continuous improvement training, our Mentorship Program and our leadership development program (EVOLVE).</p>	<p>2024 Sustainability Report, Talent Management, page 22</p>
404-3	Percentage of employees receiving regular performance and career development reviews	<p>100% of our employees receive a mid-year and annual performance and career development review.</p>	

405: Diversity and Equal Opportunity

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>Purolator is committed to employment equity along with diversity and inclusion, to foster a sense of belonging. This means pursuing employment equity compliance requirements and making every effort to move beyond reasonable progress by recognizing and addressing barriers experienced by a variety of groups, including, but not limited to, members of designated groups such as women, Indigenous people, persons with disabilities, visible minorities and the 2SLGBTQI+ community.</p> <p>As part of this commitment, Purolator follows required initiatives governed by the Canadian Employment Equity Act. Purolator also has an Employment Equity and Diversity Policy that is provided to our employees.</p>	<p>2024 Sustainability Report, Diversity, Equity, Inclusion and Belonging (DEIB), page 34</p> <p>Leadership & Governance – Policies - Code of Business Conduct and Ethics</p>
405-1	Diversity of governance bodies and employees		2024 Sustainability Report, 2024 ESG Performance, page 64
405-2	Ratio of basic salary and remuneration of women to men	This information is not currently available.	

407: Freedom of Association and Collective Bargaining

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>Purolator bargains in good faith with our union partners. We communicate regularly with our employees in joint national committees and field meetings. The number of employees covered by collective agreements is reported in the Canada Post Corporation's Annual Report. Our three bargaining agents are Teamsters, Public Service Alliance of Canada and Unifor.</p> <p>Teamsters represents employees in operations as well as certain clerical and administrative employees. Public Service Alliance of Canada represents clerical and administrative employees in the province of British Columbia. Unifor represents clerical and administrative employees in the province of Quebec. Purolator has several HR policies applicable to our unionized employees. These include policies related to leaves of absence, short- and long-term disability, retirement savings and benefits.</p>	<p>2024 Canada Post Annual Report, Purolator segment, page 96</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We are not currently aware of any operations or suppliers in which the right to freedom of association and collective bargaining may be considered at significant risk.	

418: Child Labour

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>In May 2023, the Canadian federal government enacted Bill S-211, Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act). The Act amends the Customs Tariff Act to allow for a prohibition on the importation of goods manufactured or produced by forced labour and child labour. Entities that meet certain criteria will be required to file a report outlining the steps that it has taken during its previous financial year to prevent and reduce the risk that forced or child labour is used in its activities or supply chains.</p> <p>In 2024, Purolator submitted its first annual report and questionnaire to the Minister of Public Safety. The report outlined specific actions taken in the previous financial year to help prevent and reduce risk of forced labour and child labour in Purolator’s supply chain. This included updating its policies and procedures, creating an action plan and conducting a review of its due diligence process for ensuring compliance with the Act.</p> <p>Purolator’s report included input from multiple stakeholders including its sustainability, procurement, trade compliance and legal departments. In May 2025 we released our second annual report (for the 2024 reporting year) and we will continue to report progress and actions taken in each annual sustainability report.</p>	<p>2024 Sustainability Report, Forced Labour and Child Labour, page 19 Forced Labour and Child Labour in Supply Chains Act – Purolator Inc. Annual Report for 2024</p>
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>In 2024, Purolator did not identify any occurrences of forced or child labour in our supply chain.</p> <p>Purolator has reviewed and updated applicable policies and procedures and provided employee training.</p> <p>Purolator has developed and implemented due diligence strategies with our suppliers that will identify and address any inherent risks, including forced labour and child labour policy attestation for new and existing vendors/suppliers. In addition, Purolator has implemented the use of a compliance monitoring tool to identify, measure and address potential supplier/vendor risks based on location and various other metrics.</p>	<p>2024 Sustainability Report, Forced Labour and Child Labour, page 19 Forced Labour and Child Labour in Supply Chains Act – Purolator Inc. Annual Report for 2024</p>

409: Forced or Compulsory Labour

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>In May 2023, the Canadian federal government enacted Bill S-211, Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act). The Act amends the Customs Tariff Act to allow for a prohibition on the importation of goods manufactured or produced by forced labour and child labour. Entities that meet certain criteria will be required to file a report outlining the steps that it has taken during its previous financial year to prevent and reduce the risk that forced or child labour is used in its activities or supply chains.</p> <p>In 2024, Purolator submitted its first annual report and questionnaire to the Minister of Public Safety. The report outlined specific actions taken in the previous financial year to help prevent and reduce risk of forced labour and child labour in Purolator’s supply chain. This included updating its policies and procedures, creating an action plan and conducting a review of its due diligence process for ensuring compliance with the Act.</p> <p>Purolator’s report included input from multiple stakeholders including its sustainability, procurement, trade compliance and legal departments. In May 2025, we released our second annual report (for the 2024 reporting year) and we will continue to report progress and actions taken in each annual sustainability report.</p>	<p>2024 Sustainability Report, Forced Labour and Child Labour page 19</p> <p>Forced Labour and Child Labour in Supply Chains Act – Purolator Inc. Annual Report for 2024</p>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>In 2024, Purolator stated that it did not identify any occurrences of forced or child labour in our its supply chains.</p> <p>Purolator has reviewed and updated applicable policies and procedures and provided employee training.</p> <p>Purolator has developed and implemented due diligence strategies with our suppliers that will identify and address any inherent risks, including forced labour and child labour policy attestation for new and existing vendors/suppliers. In addition, Purolator has implemented the use of a compliance monitoring tool to identify, measure and address potential supplier/vendor risks based on location and various other metrics.</p>	<p>2024 Sustainability Report, Forced Labour and Child Labour page 19</p> <p>Forced Labour and Child Labour in Supply Chains Act – Purolator Inc. Annual Report for 2024</p>

418: Customer Privacy

Disclosure Number	Disclosure Name	Response or Highlights	Link or Additional Information
3-3	Management of material topics	<p>At Purolator, we are committed to protecting our customers' privacy. We take all reasonable steps to ensure that the personal information in our care is safe and secure, and our privacy policies and procedures comply with applicable privacy laws and regulations.</p> <p>Our privacy program includes regular reviews of our policies, procedures, employee training, data management and privacy risk mitigation practices.</p>	<p>Leadership & Governance – Policies – Code of Business Conduct and Ethics Privacy Statement</p> <p>2024 Sustainability Report, Ethical Conduct, page 16</p> <p>2024 Sustainability Report, Data Protection, Cybersecurity and AI, page 20</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Purolator has encountered minor privacy breaches; and those instances have been effectively contained and remedied. Purolator has implemented proactive and remedial measures, including but not limited to, employee training, security awareness, audits, policy and procedure reviews, security testing and enhanced data security practices.</p> <p>The Privacy team is actively engaged in monitoring, identifying and reporting on privacy risk to ensure visibility and implementation of adequate risk mitigation in response to heightened cyber security threats and trends.</p>	<p>Privacy Statement</p> <p>2024 Sustainability Report, Data Protection, Cybersecurity and AI, page 20</p>

2024 Sustainability Accounting Standards Board (SASB) Disclosure

Air Freight & Logistics

Greenhouse Gas Emissions

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
TR-AF-110a.1	Gross global Scope 1 emissions	metric tonnes (t) CO ₂ e	122,594	2024 Sustainability Report, Climate Change and Emissions, page 43 2024 Sustainability Report, 2024 ESG Performance, page 64
TR-AF-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	<p>In early 2025 our net-zero 2050 and near-term targets were approved by the Science-based Targets initiative (SBTi). We have committed to a 42.7% reduction in absolute Scope 1 and Scope 2 GHG emissions by 2030, compared to a 2020 base year, in line with the 1.5°C pathway.</p> <p>We continuously strive to find ways to reduce our Scope 1 emissions by investing in alternative-fuel and zero-emission vehicles, procuring clean fuels and improving the energy efficiency of our facilities. Our goal is to electrify 60% of our last-mile delivery vehicles by 2030. We also are prioritizing research and investment in low-carbon technologies and optimizing our operations to reduce overall fuel use. We continue to make steady progress toward decarbonizing our business.</p> <p>In 2024, our absolute Scope 1 and Scope 2 emissions decreased by 14.1% compared to our 2020 base year. Our total emissions per dollar revenue decreased by 24.1% and our total emissions per package decreased by 6.9%, compared to 2020.</p>	2024 Sustainability Report, Climate Change and Emissions, page 43 2024 Sustainability Report, 2024 ESG Performance, page 64 2024 Sustainability Report, 2030 Goals, page 42 2024 Sustainability Report, Greening Our Fleet, page 47 2024 Sustainability Report, Clean Fuels, page 48 2024 Sustainability Report, Greening Our Buildings, page 50

<p>TR-AF-110a.3</p>	<p>Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable</p>	<p>Gigajoules (GJ), Percentage (%)</p>	<p>Road Transport:</p> <ul style="list-style-type: none"> • Total in 2024: 1,710,727 GJ • Gasoline: 55% • Diesel: 38% • Renewable Diesel: 7% • Natural Gas: 0% <p>Purolator maintains a renewable fuels roadmap which is revised annually and requires that additional renewable fuel options continue to be deployed year over year to 2030. 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.</p> <p>Air Transport: Not applicable. Purolator does not own or operate any airplanes. Instead, we rely on our third-party aviation partners and as such, no fuel is consumed by Purolator directly for air transport-related operations.</p> <p>2024 Highlights</p> <ul style="list-style-type: none"> • Replaced over 3,100,000 litres of petroleum diesel with renewable diesel • Expanded use of renewable diesel beyond B.C. to additional sites in Quebec and Ontario • Increased amount of renewable diesel consumed across Purolator by over 15% compared to 2023 • To help reduce the GHG emissions intensity of flights carrying our packages, we work closely with our aviation partners to lessen our environmental impact. Our focus is on implementing fuel optimization programs using data to optimize aspects such as climb, cruise altitude, aircraft speed and direct routing. We are also reducing fuel consumption through single-engine taxiing, reduced flap landing, use of auxiliary power units and center of gravity optimization. Additionally, we are replacing older aircraft with newer, more energy-efficient models and upgrading cargo containers with lighter alternatives. 	<p>2024 Sustainability Report, Greening Our Fleet, page 47</p> <p>2024 Sustainability Report, Clean Fuels, page 48</p> <p>2024 Sustainability Report, 2024 ESG Performance, page 64</p>
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Air Quality

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
<p>TR-AF-120a.1</p>	<p>Air emissions of the following pollutants: (1) NO_x (excluding N₂O), (2) SO_x, and (3) particulate matter (PM₁₀)</p>	<p>Metric tons (t)</p>	<p>Purolator's fleet emits NO_x, SO_x and PM₁₀ pollutants through tailpipe emissions. In future inventories, we will continue to work towards quantifying our emissions associated with NO_x, SO_x and PM₁₀.</p> <p>Electrification of our fleet will help reduce and prevent significant air emissions of these pollutants.</p> <p>In our facilities, we are actively engaged in identifying ways to reduce pollutants related to energy and fuel use, including electric forklifts and on-site renewable energy. Indoor Air Quality Assessments are completed as needed to ensure air pollutants remain within accepted standards, as set by ANSI/ASHRAE Standard 62.1-2022 - Ventilation and Accepted Indoor Air Quality.</p>	

Labour Practices

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
TR-AF-310a.1	Percentage of drivers classified as independent contractors	Percentage (%)	9.6%	
TR-AF-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	Presentation currency- \$ (Canadian Dollar)	Purolator's Labour Relations practice has established mechanisms for the resolution of disagreements relating to labour law and our collective agreements. This process is adhered to in every instance of disagreement and has always resulted in full and final resolutions. We are not aware of any findings of violations of labour law.	

Workforce Health & Safety

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
TR-AF-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Rate	In 2024, our total recordable incident rate (TRIR) was 9.50.	2024 Sustainability Report, Health and Safety, page 27

Supply Chain Management

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
TR-AF-430a.3	Discussion of policies and strategies to identify, assess and manage business disruption risks associated with contract carrier safety	Discussion and analysis	All contract carriers are to adhere to our Health and Safety Policy and follow health and safety protocols when operating vehicles on the premises of our terminals and facilities. We collaborate with our carriers to ensure everyone is safe in the workplace by working collaboratively to minimize the risk of injuries to both Purolator employees and carrier employees and reduce the risk of motor vehicle collisions and property damage.	2024 Sustainability Report, Health and Safety, page 27

Accident and Safety Management

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
TR-AF-540a.1	Description of implementation and outcomes of a Safety Management System	Discussion and analysis	<p>The past few years have been a transformative journey for the health and safety culture at Purolator. With significant improvements in all safety-related metrics, a new strategy is under development to sustain this improvement and continuously improve our health and safety culture.</p> <p>2024 Results year over year:</p> <ul style="list-style-type: none"> • Motor vehicle collision frequency: 11% improvement • Driver Safety Scorecard: 2% improvement • Total injury frequency: 10% improvement • Aggregate severity: 3% improvement • Lost-time injury frequency: 12% improvement • Lost-time severity: 1% improvement <p>In a holistic review of our safety programs, a larger emphasis has been placed on a back-to-basics approach in fortifying our foundation. We have reprioritized our efforts and are increasing focus in transportation safety; driving is the cornerstone of our business and on-road risks are the most prominent safety-related risk for our organization. In 2024, we began mapping out our transportation safety strategy and will continue this process over the next 2-3 years.</p> <p>This year we are proud to introduce our Driver Safety Scorecard metric. It is our first corporate leading indicator that looks at driving behaviour through onboard telematics in our vehicles. The score is out of 100% and measures driving behaviour such as speeding, cornering, acceleration, braking and backing as a first maneuver.</p> <p>We also adjusted how our motor vehicle collision frequency is calculated by using hours driven rather than kilometres driven.</p>	2024 Sustainability Report, Health and Safety, page 27
TR-AF-540a.2	Number of aviation accidents and incidents	Number	Purolator does not own or operate any airplanes. We use contracted aviation partners to ship parcels and freight across Canada.	
TR-AF-540a.3	Number of road accidents and incidents	Number	In 2024, there were a total of 1,463 road accidents and incidents.	2024 Sustainability Report, Health and Safety, pages 27

Activity Metrics

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
TR-AF-000.A	Revenue ton kilometres (RTK) for: (1) road transport and (2) air transport	Revenue ton kilometres (RTK)	The following revenue ton kilometres (RTK) values cover both Purolator owned and leased vehicles, and subcontracted services. <ol style="list-style-type: none"> 1. Road transport: 581,067,801 RTKK. This value is based on data for middle-mile shipments, all shipments executed by heavy-duty vehicles. 2. Air transport: 76,825,637 RTK. This value is based on data for Purolator's top two air carriers. 	
TR-AF-000.C	Number of employees, number of truck drivers	Number	13,817 total headcount.	2024 Sustainability Report, 2024 ESG Performance, page 64

Road Transportation

Driver Working Conditions

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Rate	We do not track these metrics specifically for our drivers and only measure for all Purolator employees. Refer to TR-AF-320a.1 for 2024 TRIR for all Purolator employees.	2024 Sustainability Report, Health and Safety, page 27
TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Rate	2024 Voluntary Turnover: 9.57% 2024 Involuntary Turnover: 3.9% This is for all employees, union and non-union, up to leadership level.	2024 Sustainability Report, Talent Management, page 22
TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Discussion and Analysis	<p>Our achievements in 2024 were significant and attributed to our One-Team approach. Each department and stakeholder worked collaboratively to implement and sustain programs that improve safety for all.</p> <p>Initiatives in 2024 include:</p> <ul style="list-style-type: none"> Continuing our linehaul finishing program in Toronto, ON, and expanding it this year to Montreal, QC. This program continued its success with 11 classes and 32 graduates. The linehaul drivers in Toronto, ON, saw a 49% reduction in collisions year over year. Expanding our defensive driving pilot program: our full Health and Safety department went through this new training, in addition to some senior leaders in Ontario. This helped to develop knowledge and skills in on-road safety for key leaders. Generating awareness and involvement in our workplace health and safety committees: in Laval, QC., the team built their own recognition program for safe behaviour through their own version of the TV game show: Survivor. Implementing a behaviour-based safety program: managers and workplace health and safety committee members observed their fellow employees in the field and provided appreciative and constructive feedback. This approach shows that we care, acknowledge good effort and want to help employees work safely. <p>In 2024, Purolator was the Gold Winner for the OHS Team of the Year Award, Silver Winner of the OHS Culture Award and Silver Winner of the Psychologically Safe Workplace Award.</p>	2024 Sustainability Report, Health and Safety, page 27

Accident & Safety Management

Code	Metric	Unit Of Measure	2024 Disclosure	Link or Additional Information
TR-RO-540a.1	Number of road accidents and incidents	Number	In 2024, there were a total of 1,463 road accidents and incidents.	2024 Sustainability Report, Health and Safety, page 27
TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Percentile	BASIC principles do not apply.	
TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Number, Cubic metres (m ³)	In 2024, we had a total of 11 vehicle discharges reported. Some discharges required remediation activities. Aggregate volume of spills and releases to the environment was not tracked in 2024.	2024 Sustainability Report, Dangerous Goods, page 28

Considerations Regarding Forward Looking Statements

Our GRI & SASB Disclosure 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.

Our future results may differ materially from those expressed in forward-looking statements. We will monitor and potentially revise our GHG reduction goals and targets 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.



Corporate Profile

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