



# 2024

## ESG highlights



### Responsible business practices

#### Corporate governance

- ✓ **90%** independent, **40%** women, **10%** Indigenous people on the Board of Directors

#### Sustainable procurement

- ✓ **4.3%** procurement spend with Indigenous suppliers, surpassing our 2024 target of 4.1%

#### Responsible investment

- ✓ **\$409M** invested in renewable energy and energy storage through the Canada Post Pension Fund

#### Public policy programs

- ✓ **587,000** items delivered for people who are blind or partially sighted
- ✓ **882,000** shipments of library materials benefitted from reduced postage
- ✓ **193,000** parcels delivered to Canadian Armed Forces members deployed overseas during the holiday season since 2006



### Environmental stewardship

#### Emissions reduction and decarbonization

- ✓ **24.4%** decrease in scopes 1 and 2 emissions since 2019
- ✓ **18.1%** decrease in scope 3 emissions since 2019
- ✓ **88%** non-emitting electricity consumed

#### Sustainable products and services

- ✓ **174M** parcels were shipped carbon neutral in 2024
- ✓ **65%** of packaging products sold to Canada Post customers (by weight) made of recycled materials
- ✓ Launched our **box-free label-free** return program nationally
- ✓ **More than 100** emission reports provided to commercial customers

#### Zero waste

- ✓ **66.7%** of waste diverted from landfill
- ✓ Completed phase 1 of Zero waste at our Facilities project, installing new waste infrastructure at almost **80 sites** nationally





## People and culture

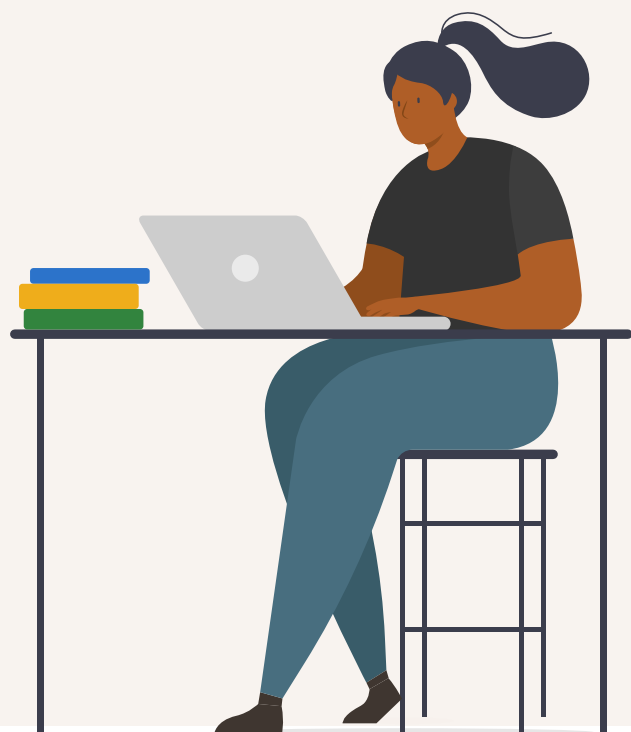
### Health and safety

- ✓ **51%** reduction in injuries since 2019
- ✓ Introduced a new feature called **“Drive Safe”** on delivery agents’ mobile devices.
- ✓ Installed telematics in more than **13,000 corporate vehicles** to improve safety reporting.

### Equity, diversity and inclusion

Canada Post’s overall workforce includes:

- ✓ **47.3%** women
- ✓ **9.1%** people with disabilities
- ✓ **26.6%** visible minorities
- ✓ **3.5%** Indigenous people



## Socio-economic impact

### Indigenous communities

- ✓ **\$885,000** invested to enhance and improve postal service in Indigenous and northern communities
- ✓ **\$4.9M** street value of non-mailable matter intercepted from mail items destined for Indigenous and northern communities

### Accessibility

- ✓ **93.3%** digital accessibility, surpassing 2024 target of 92%
- ✓ Membertou Community Hub certified to **Rick Hansen gold standard for accessibility**

### Community Foundation

- ✓ **\$ 1.3M** donated to 106 initiatives nationwide in 2024

### Supporting small business

- ✓ **479,000** businesses supported through the Canada Post Solutions for Small Business™ program
- ✓ **83,000** businesses took advantage of our Free Shipping Tuesday promotion
- ✓ **\$500,000+** in prizes awarded through the Tales of Triumph program



## Awards and recognition



**Corporate Knights:** Named one of Corporate Knights’ Best 50 Corporate Citizens. In 2024, we ranked 26<sup>th</sup> on the list, up from 37<sup>th</sup> in 2023.



Recognized in Corporate Knights’ inaugural global ranking of Global 25 most sustainable public sector corporations.



**Employee Equity Achievement Awards:** Received the 2024 Outstanding Commitment to Employment Equity Award at the 2024 Employee Equity Achievement Awards



**CDP:** Received a score of A- for Canada Post’s 2023 climate change submission. 2024 score is pending.



**Sustainable Procurement Leader:** Recognized as one of the five best public sector organizations in North America for sustainable procurement by the Sustainable Purchasing Leadership Council.



**EcoVadis:** Earned a silver rating from EcoVadis, placing the company in the 90<sup>th</sup> percentile across all companies evaluated.