2025

SUSTAINABILITY REPORT

Our Journey to Reduce Carbon Emission Per Mile by 50% by 2035

ISSUED MAY 2026

BISON is continuously working with customers & sustainability partners to achieve our goals.

All Sustainability goals pertain to BISON Canada and are based off of metrics from 2019.

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Bison Transport's 2025 Sustainability Report outlines the company's continued progress in environmental responsibility, safety, governance, and community impact. The report highlights actions taken across land, air, water, and people, and reflects Bison's ongoing journey to reduce carbon emissions per mile by 50% by 2035.

All sustainability goals in this report pertain to Bison Canada and are measured against a 2019 baseline.

In 2025, Bison advanced its sustainability journey through continued emissions-intensity improvement, responsible procurement practices, alternative-technology testing, strong safety performance, and expanded employee and community engagement. The report also summarizes progress in supply chain governance, workforce development, diversity and inclusion, and charitable giving.

As customer expectations, operating realities, and industry technologies continue to evolve, Bison remains committed to practical action and transparent reporting. This report provides an overview of how Bison is working to strengthen operational performance while reducing environmental impact and supporting the people and communities connected to its business.

Bison Transport was established in 1969 and was acquired by James Richardson & Sons, Limited on January 1, 2021.

Deeply rooted in Manitoba, Bison operates across Canada, the United States, and Mexico, providing full truckload, full-service logistics, dedicated fleet operations, yard management, warehousing, and distribution services.

Bison continues to operate one of the largest, safest, and most modern fleets on the road today. Ongoing investment in equipment, facilities, technology, and people reflects the company's long-term commitment to customers, communities, and operational excellence.

At Bison, our core values drive everything we do:

- **Safety:** Safety always comes first, in our workplace, on the road, and in service delivery.
- **Spirit:** We foster a healthy team spirit through mutual respect, cooperation, commitment, and caring.
- **Service:** We are committed to exceeding expectations in the delivery of superior service.
- **Sustainability:** Our actions today must consider tomorrow. We care for the environment, seek to leave the smallest possible footprint and build stronger communities through service, education, engagement and funding.

1969
Year of Incorporation

3,000+
Tractors

4,000+
Employees & Contractors

10,000+
Trailers & Containers

<0.01%
Claims Ratio

I'm pleased to present our 2025 Sustainability Report which reflects the progress we continue to make across environmental performance, safety, governance, and community impact.on

In 2025, our CO2e per loaded mile improved from 1.24 to 1.17, and our operations delivered estimated CO2e savings of 166,417 tons compared with the industry benchmark of 6 MPG. These results reflect disciplined execution across fleet renewal, drag-reduction technology, fuel-efficiency programs, and multimodal operations.

We also continued to strengthen the governance framework supporting our sustainability journey through our Sustainable Procurement Policy, Supplier Code of Conduct, Supplier Diversity Program, and continued ESG reporting efforts. At the same time, safety remained the foundation of our business, supported by training, coaching, technology, and the dedication of our people.

Bison's progress would not be possible without the commitment of our employees, professional drivers, owner-operators, customers, suppliers, and community partners. As we continue working toward our goal of reducing carbon emissions per mile by 50% by 2035, we remain committed to practical improvement, transparent reporting, and long-term value creation.

- Mike Ludwick, President and CEO of Bison Transport

Our ESG Commitment

At Bison Transport, sustainability is approached as an operational commitment grounded in safety, efficiency, accountability, and continuous improvement. Our focus is on taking practical steps that reduce environmental impact while strengthening service, resilience, and long-term business performance.

In support of this approach, Bison continues to:

- work toward reducing carbon emissions per mile by 50% by 2035, based on a 2019 baseline
- invest in newer, more fuel-efficient equipment and emissions-reducing technologies
- expand operational efficiencies through multimodal transportation, equipment optimization, and driver coaching
- test alternative technologies such as hydrogen and battery-electric systems
- strengthen governance, supplier expectations, and social impact programs across the business

Governance and Responsible Supply Chain

In 2025, Bison continued to strengthen the governance framework supporting its sustainability journey by advancing the implementation of its Sustainable Procurement Policy, Supplier Code of Conduct, Supplier Diversity Program, and internal reporting

Sustainable Procurement Policy:
Bison continues to apply a more structured procurement approach that considers environmental, social, and economic impacts in purchasing decisions. This includes focus areas such as resource conservation, waste reduction, energy efficiency, and support for circular-economy thinking.

Supplier Code of Conduct:
Bison has established clear expectations for suppliers regarding business integrity, responsible business practices, environmental management, and respect for human rights. This helps align supply chain partners with the standards Bison expects within its own operations.

Reporting and Accountability:
Bison's ESG-focused team coordinates the annual sustainability report and supports engagement with external sustainability and disclosure frameworks, including SmartWay, EcoVadis, CDP, and science-based target development through SBTi. These efforts strengthen transparency, accountability, and continuous improvement across the business.

Supplier Diversity Program:
Bison continues to develop a more inclusive sourcing approach by identifying and engaging diverse suppliers, including minority-owned, women-owned, Indigenous-owned, and veteran-owned businesses, where practical and aligned with business needs.

Fuel Efficiency Gains

In 2025, Bison achieved estimated emissions savings of 166,417 tons of CO2e when benchmarked against the industry standard of 6 MPG. Bison also improved its CO2e per loaded mile from 1.24 in 2024 to 1.17 in 2025, reflecting continued progress in fleet efficiency and emissions intensity reduction.

This improvement was supported by Bison's continued use of newer equipment across its company fleets, with an average tractor age of approximately 2.31 years, along with the use of drag-reducing retrofits, low rolling resistance tires, fairings, APUs, and other fuel-saving technologies. Continued driver coaching, operational discipline, and asset utilization also supported year-over-year progress.

Eco-Certification & Recognition

- Clean Carrier Certification: In 2025, Bison Transport was recognized as a Certified Clean Carrier by the BC Trucking Association (BCTA). This prestigious certification acknowledges our ongoing commitment to environmental stewardship and sustainable transportation practices. The Clean Carrier program certifies motor carriers who implement environmentally responsible practices and are committed to fostering a cleaner, greener future for the trucking industry. Achieving this certification required Bison to undergo a rigorous assessment process evaluating our operations, including fuel efficiency, emissions reduction strategies, and overall environmental management practices.

- Bison continues to be recognized as a SmartWay High Performer, Truck Carriers, Carbon Metrics, for outstanding environmental performance and leadership.

- Bison was also recognized as a 2025 G75 Green Supply Chain Partner, reflecting the company's continued commitment to meaningful sustainability in supply chain and logistics operations.

ALTERNATIVE FUEL VEHICLES

Hydrogen Fuel Cell

Bison completed the first year of operation of its Nikola hydrogen fuel cell vehicle in the Edmonton region and continued participation in AMTA's AZETEC project.

These efforts are helping Bison better understand the real-world operating characteristics, infrastructure requirements, and long-haul potential of hydrogen-powered heavy-duty transportation.

Battery Electric Auxiliary Power Unit (APU) and Solar Panel Charging

Bison also continued to advance battery-electric auxiliary power solutions, lithium battery testing, and the investigation of solar charging applications that can reduce idling and improve onboard energy management.

- 100% of Bison tractors now equipped with full battery electric APUs
- Expanded testing of lithium batteries to extend APU run time
- Advanced our investigation into solar panels for tractors with improved charging capabilities

Identifying the Most Effective Technology and Accelerating Technology Implementation

Bison remains active with organizations that support real-world testing and technology assessment,:

- Ongoing membership in PIT Group-FPInnovations
- Active participation in Freightliner Fleet Council and Electric Vehicle Council
- Continued involvement in Peterbilt Council
- Testing of new aerodynamic package combinations for maximum efficiency

SECTION 1 - LAND: RESOURCE, WASTE REDUCTION, RECYCLING EFFORTS

Sustainable Procurement

In 2024, Bison Transport implemented a comprehensive Sustainable Procurement Policy that fundamentally changes how we approach our purchasing decisions. This policy aligns our procurement practices with our sustainability goals through:

- Core Strategies: Established 11 overarching sustainable procurement strategies including natural resource reduction, waste reduction, energy efficiency, and support for a circular economy.
- Life Cycle Approach: Adopted life cycle costing methods that consider the full costs of products and services throughout their entire life cycle.
- Supply Chain Transparency: Increased focus on transparency regarding environmental compliance and labor rights in our supply chain.
- Supplier Diversity: Designed procurement processes that support a diverse contractor base, including small, minority, and women-owned businesses.
- Formal Reporting: Implemented annual reporting requirements to track progress on sustainable procurement initiatives.

Tire Retread Program

- Bison continues to reuse tires on tractors and trailers up to 3 times
- Reused 14,000 tires through our retread program
- Saved over 550,000 liters of oil by extending tire life
- 100% of fleet equipped with low-rolling-resistance tires
- 95% of fleet equipped with Automatic Tire Inflation Systems (ATIS)
- Ongoing alignment checks extend tire life and boost fuel efficiency

SECTION 1 - LAND: RESOURCE, WASTE REDUCTION, RECYCLING EFFORTS

Oil and Filter Replacement Intervals

- Extended oil change intervals achieved on 100% of Bison units
- Using carbon-neutral synthetic blended oils across the fleet
- Continued reduction in oil consumption by approximately 56,000 liters annually based on current fleet size
- Reducing annual filter consumption by approximately 1,100 filters

Oil, Coolant, and Filter Recycling

- Ongoing collection and proper recycling of used oil, coolant, and filters during fleet equipment maintenance
- Approximately 70,000 liters of used oil sent for recycling annually
- Approximately 5,500 used filters sent for recycling annually
- Approximately 23,000 liters of used motor oil used annually in waste oil furnaces to provide heating

ECO-Friendly Maintenance Products

- Transition to environmentally friendly cleaning and maintenance products
- Use of bulk fluid systems and reusable containers for windshield washer fluid, coolant, engine oil, and brake cleaner
- Drivers supplied with reusable containers that can be refilled at bulk stations
- Bulk self-fill dispensers at facilities eliminate plastic DEF jugs
- Drivers encouraged to return empty containers for reuse

Facility Efficiencies

- Continued use of LED lighting throughout facilities
- Approximately 913 tons of CO_2 per year saved with LED lighting in our facilities

SECTION 2 - AIR: REDUCING EMISSIONS, AIR QUALITY IMPROVEMENTS

Reducing emissions remains a central focus of Bison's sustainability strategy. In 2025, Bison improved its CO2e per loaded mile to 1.17, down from 1.24 in 2024, while achieving estimated CO2e savings of 166,417 tons versus the industry benchmark of 6 MPG.

A key driver of this progress is continued fleet renewal. Bison operates one of the newest fleets in the industry, with an average tractor age of approximately 2.31 years, and continues to purchase new trucks for its company fleets. Newer equipment, combined with disciplined maintenance and technology selection, supports better fuel performance and lower emissions intensity.

Bison also continues to improve air performance through multimodal operations. Its use of long combination vehicles and intermodal transportation allows more freight to move with fewer resources and lower emissions intensity. Together, these modes account for more than 40% of the miles Bison hauls, supporting both efficiency and environmental performance.

SECTION 2 - AIR: FLEET TECHNOLOGY & OPERATIONAL EFFICIENCY

Bison continues to improve fuel efficiency through a combination of in-truck controls, drag-reduction technologies, and operating discipline. Engine control systems, speed management practices, APUs, and driver coaching help reduce unnecessary fuel burn, while ongoing testing of lithium battery applications and solar charging options supports lower idling and improved energy use.

Aerodynamic improvements also remain an important part of Bison's emissions strategy. The company continues to utilize fairings, drag-reducing retrofits, low rolling resistance tires, aerodynamic devices, and other fuel-saving technologies across its equipment. These measures, combined with newer tractors and ongoing performance coaching, help strengthen air performance across the fleet.

Bison's approach to air quality improvement is rooted in practical operating improvements that can be implemented at scale while supporting safety, productivity, and customer service.

Anti-Idling Devices

- 100% of tractors equipped with APUs
- Testing of lithium batteries to extend APU runtime
- Continued exploration of solar panel technology for APU battery charging

Aerodynamic Profile

- 95% of Bison trailers equipped with full aerodynamic packages including skirts and tails
- 100% of tractors equipped with aerodynamic features including wheel covers, gap fairings, and aerodynamic mirrors
- New equipment featuring Transtex aerodynamic mud flaps
- Industry-leading adoption of comprehensive aerodynamic solutions

SECTION 3 - WATER: CONSERVING WATER, PROTECTING/IMPROVING WATER QUALITY

Bison focuses on water stewardship through protection, containment, and efficiency in its operations. The company maintains oil-water separators, uses backflow preventers, and implements spill containment measures to minimize contamination risks.

Oil Water Separators

- Maintained oil water separators in all maintenance shop pits and wash bays
- Regular cleaning, servicing, and inspection of pits for cracks or leaks
- Proper disposal of waste from wash bay and shop grates

Backflow Preventers

- Continued maintenance of backflow preventers on all water supply lines
- Protection of sprinkler systems with backflow preventers, isolated from drinking water systems

Spill Containment/Trays

- Ongoing use of spill containment/trays at all waste storage tanks and drums
- Prevention of hazardous products from entering drains in case of accidental release

Wash Bays

- Maintained high efficiency boilers running at 92% efficiency with extremely low NOx levels
- Continued operation of water recycling systems and automated trailer wash systems that contribute to water savings

Water Efficiency

- Continued provision of efficient shower and laundry facilities for drivers
- Maintenance of water-efficient fixtures including faucet aerators and energy efficient showerheads
- Use of Energy Star certified clothes washers that use about 20% less energy and about 30% less water than regular washers

SECTION 4 - PEOPLE: SAFETY CULTURE & DRIVER DEVELOPMENT

Bison's safety culture continues to be the foundation of our success. Our commitment to safety goes beyond compliance—it's about creating an environment where everyone is empowered to make decisions that protect themselves and others.

Bison's people strategy begins with safety. The company's culture is built on the belief that everyone has the authority and responsibility to make decisions that protect themselves and others. Bison's Right to Decide principle remains central to this culture, empowering drivers to stop work when weather, road, equipment, or personal conditions make it unsafe to continue. That philosophy is reinforced through leadership support, structured coaching, and investment in training and technology.

In 2025, Bison continued to invest heavily in safety development and performance improvement. Between January and September, the company delivered 1,224 classroom training classes and 17,672 online learning sessions. Safety counselors completed 14,259 coaching conversations, supporting drivers through timely intervention, ongoing development, and risk-based guidance.

These efforts contributed to measurable improvement across the fleet, including a 24% reduction in total accident count and a 15% reduction in per-million-mile frequency compared with 2024.

SECTION 4 - PEOPLE: SAFETY EXCELLENCE & RECOGNITION

Safety Excellence and Recognition

Bison continued its long-standing tradition of safety excellence in 2025, earning top-tier recognition through the Truckload Carriers Association National Fleet Safety Awards. This recognition reflects more than results. It reflects the daily discipline of drivers, maintenance teams, leaders, and safety professionals working together to protect people on the road and across the business.

Bison's safety performance is supported by a layered approach that combines driver selection, coaching, simulation, technology, equipment standards, inspection discipline, and recognition programs.

In 2025, 687 drivers received safe driving awards, including 53 drivers at the one-million-safe-miles milestone or higher.

Bison also improved clean DOT inspection performance by 31% over 2024 and reduced vehicle maintenance violations by 21% over the same period. These outcomes reinforce Bison's position as North America's Safest Fleet and demonstrate the strength of a safety

SECTION 4 - PEOPLE, INCLUSION & COMMUNITY IMPACT

Beyond safety, Bison continues to invest in workplace culture, employee development, and community impact.

In 2025, the company conducted its biennial non-driver engagement survey, achieving 64% participation and an overall satisfaction rating of 74%. Bison also continued to expand learning, mental health, and leadership-development opportunities across the business, alongside structured programs for new graduates, students, and emerging leaders.

Bison's approach to diversity, equity, and inclusion continued to evolve in 2025 through its DEI strategy and roadmap, Diversity Week programming, in-house learning opportunities, and targeted partnerships that support women, Indigenous communities, newcomers, and other underrepresented groups. In 2025, women represented 4.3% of Bison's total Company Driver base, with 54 women drivers across the fleet. Bison also continued to support women through targeted campaigns and partnerships, including the Bison Women to Watch Grant, which received 82 applications and awarded 5 grants in June 2025. These efforts reflect Bison's continued focus on strengthening representation and inclusion across the organization through education, engagement, and leadership.

Community support remains an important part of Bison's social impact. In 2025, the company raised $67,814 through its United Way campaign and more than $80,000 through CancerCare Manitoba's Challenge for Life, while employees also supported Motionball, Habitat for Humanity, educational initiatives, and other community programs.

These efforts reflect Bison's belief that sustainability includes not only environmental performance, but also the strength of its people and the communities it serves.

SECTION 5 - AWARDS & RECOGNITION

In the 2025 reporting cycle, Bison continued to receive external recognition for safety, workplace culture, environmental performance, and operational excellence. These recognitions reflect long-term discipline in people development, safe operations, customer service, and sustainable freight practices.

- 2025 National Fleet Safety Award, Grand Prize
- 2025 National Fleet Safety Award
- 2025 Top Fleet Employers – Award of Excellence in Training & Skills Development
- 2025 Top Fleet Employers – Award of Excellence in Workplace Diversity & Inclusion
- 2025 G75 Green Supply Chain Partner

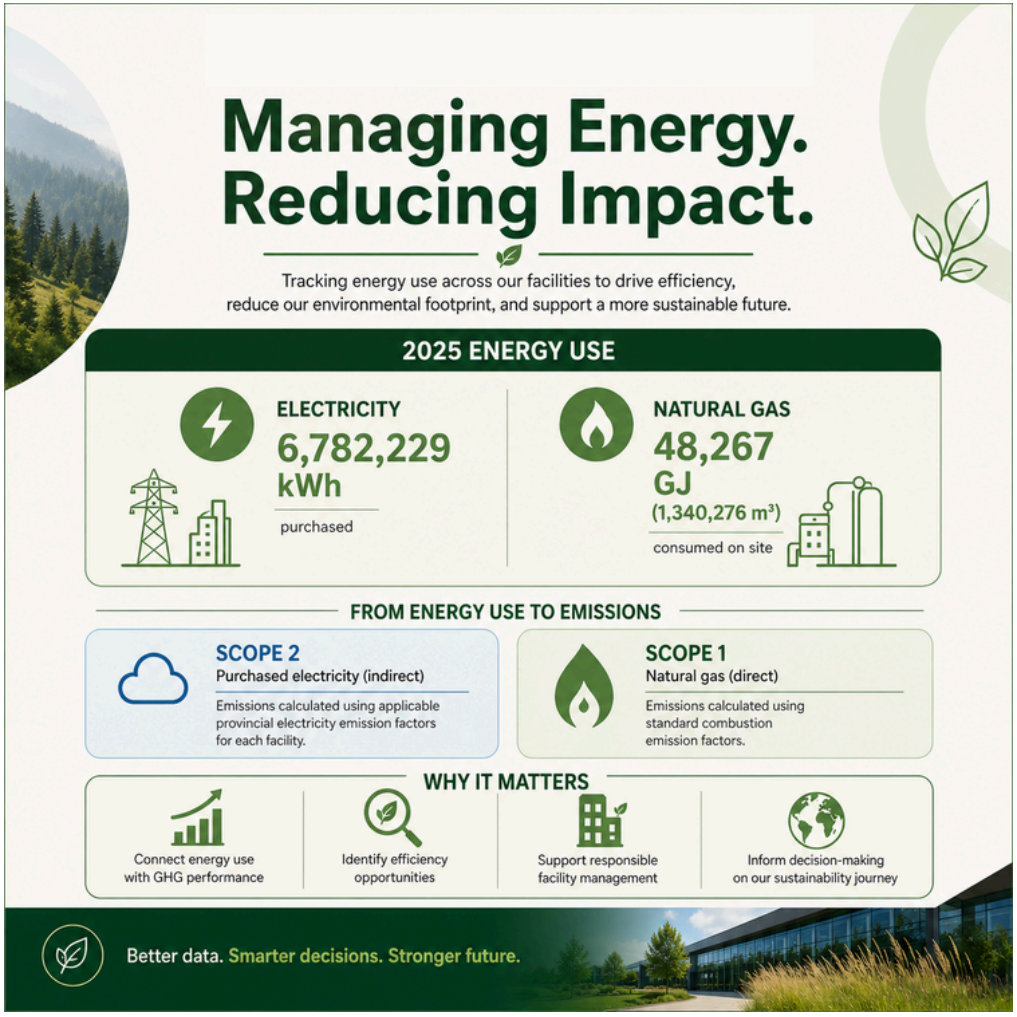
SECTION 6 - ENERGY & UTILITIES

Bison tracks electricity and natural gas consumption across its facilities to better understand and manage the environmental footprint of its properties.

In 2025, Bison facilities consumed 6,782,229 kWh of electricity and 48,267 GJ of natural gas (1,340,276 m3). Monitoring these utility inputs helps Bison identify efficiency opportunities, support responsible facility management, and improve visibility into the environmental impact of its operations.

Bison converts these energy inputs into greenhouse gas emissions as part of its environmental reporting framework. Purchased electricity is reported as Scope 2 emissions, using the applicable provincial electricity emission factors for each facility. Natural gas consumed on site is reported as Scope 1 emissions, using standard combustion emission factors.

This approach allows Bison to connect facility energy use with greenhouse gas performance and supports more informed decision-making as the company continues its sustainability journey.



ANNEX: TERMS & DEFINITIONS

GHG (Greenhouse Gases)

Greenhouse gases are gases in the Earth's atmosphere that trap heat. They let sunlight pass through the atmosphere, but they prevent the heat that the sunlight brings from leaving the atmosphere. Human activities are adding too much of these gases to the atmosphere. The main greenhouse gases are:

- **Water vapor (H_2O)** high in the atmosphere, condenses back into liquid water and rains back on Earth. Water vapor blocks heat from escaping the atmosphere, and warmer air holds more water vapor. As Earth heats up, more water vapor can trap more heat.

- **Carbon dioxide (CO_2)** is made up of carbon and oxygen, CO_2 is all around us naturally. It comes from decaying and living organisms, and from volcanoes. CO_2 is released when burning fossil fuels. It is the most important contributor to human-caused global warming.

- **Methane (CH_4)** made of carbon and hydrogen, is a normal gas released from wetlands, growing rice, raising cattle, using natural gas, and mining coal. It traps heat. Scientists consider it the second most important contributor to human-caused global warming of all the greenhouse gases.

- **Ozone (O_3)** layer blocks the sun's radiation, which helps protect us from the powerful rays. Close to the ground, ozone acts as a greenhouse gas and can be formed by burning fuel.

- **Nitrous oxide (N_2O)** is a natural part of the nitrogen cycle. Bacteria in soil and the ocean make it. Nitrous oxide is released by some types of factories, power plants, and plant fertilizer. It damages the protective ozone layer and is a powerful greenhouse gas.

- **Chlorofluorocarbons (CFCs)** are fluorinated gases that are not created in nature. They are used in the manufacture of aerosol sprays, blowing agents for foams, and packing materials, as solvents, and as refrigerants. They damage the protective ozone layer and are powerful greenhouse gases.

ANNEX: TERMS & DEFINITIONS

Net-Zero Emissions will require a two-part approach: First and foremost, human-caused emissions (such as those from fossil-fueled vehicles and factories) should be reduced as close to zero as possible. Any remaining emissions should then be balanced with an equivalent amount of carbon removal, which can happen through natural approaches like restoring forests or through technologies.