

SUSTAINABILITY REPORT



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

ISSUED APRIL 2025

20
24



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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ABOUT THIS REPORT

Bison Transport's 2024 Sustainability Report outlines the company's ongoing commitment to environmental responsibility, safety, innovation, and community impact. The report highlights Bison's proactive efforts to reduce its environmental footprint across three core areas: land, air, and water, while continuing to prioritize the safety and well-being of its people.

Key achievements include extensive recycling and waste reduction programs, alignment with fuel efficiency and emissions standards, and participation in innovative projects such as the Alberta Zero-Emissions Truck Electrification Collaboration (AZETEC). The report also details initiatives in water conservation, resource management, and facility energy efficiency.

Bison's strong safety culture, supported by industry-leading training and technology, continues to earn national recognition. Looking ahead, the company is focused on advancing low-emission vehicle technologies, improving operational efficiencies, and maintaining transparency in its sustainability journey.

The 2024 report reinforces Bison Transport's position as a leader in responsible freight transportation and its commitment to shaping a more sustainable future.



BISON TRANSPORT: WHO WE ARE

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

Bison is deeply rooted in Manitoba with a network throughout Canada, the U.S. and Mexico. We proudly deliver award-winning full truckload, full-service logistics, dedicated fleet operations, yard management, warehousing and distribution services to our valued customers, with one of the largest, safest, and most modern fleets on the road today. Our ongoing investments in equipment, facilities, and our people is a testament to the commitment to those we serve and our communities.

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 and leave the smallest possible footprint. We build sustainable communities through service, education, engagement and funding.



1969

Year of
Incorporation

3,000+

Tractors

4,000+

Employees &
Contractors

10,000+

Trailers &
Containers

<0.1%

Claims Ratio

MESSAGE FROM MIKE LUDWICK, PRESIDENT & CEO



I'm proud to present our 2024 Sustainability Report highlighting Bison Transport's continued progress toward environmental leadership. This year, we've strengthened our commitment through our new Sustainable Procurement Policy, Supplier Code of Conduct, and Supplier Diversity Program.

Our recognition as a SmartWay High Performer and achievement of Clean Carrier Certification validate our efficiency efforts. Meanwhile, our hydrogen fuel cell vehicle testing and exploration of alternative technologies demonstrate our forward-thinking approach to transportation solutions.

Our safety record – recognized as North America's Safest Fleet for 18 consecutive years – remains the foundation of our operations. None of these achievements would be possible without our dedicated employees and professional drivers who embody our core values of Safety, Spirit, Service, and Sustainability.

As we progress toward our goal of reducing carbon emissions per mile by 50% by 2035, we remain committed to innovation and collaboration with our customers, suppliers, and industry partners. Thank you for your interest in our sustainability journey.

2024 SUSTAINABILITY HIGHLIGHTS



Our ESG Commitment

At Bison Transport, we're committed to achieving net-zero emissions by pursuing initiatives that reduce our environmental impact:

- We're investing in the latest energy-efficient equipment and technologies
- We're exploring alternative fuels like hydrogen and electric technologies
- We're working toward creating a cleaner, healthier, and more sustainable future

2024 SUSTAINABILITY HIGHLIGHTS

New Governance Policies for 2024

In 2024, Bison Transport significantly enhanced our sustainability governance framework by implementing several key policies:

Sustainable Procurement Policy:

Established a comprehensive approach to addressing environmental, social, and economic impacts of our purchasing activities. The policy includes core strategies focused on resource conservation, waste reduction, energy efficiency, and support for a circular economy.

Supplier Code of Conduct:

Developed clear expectations for all suppliers regarding business integrity, responsible business practices, and respect for human rights. This code ensures our supply chain partners uphold the same high ethical standards we set for ourselves.

KPIs and Reporting Framework:

Implemented specific metrics to track our sustainable procurement progress, providing transparency and accountability in our sustainability journey.

Supplier Diversity Program:

Launched a formal program to identify and work with diverse suppliers, including minority-owned, woman-owned, Indigenous-owned, and veteran-owned businesses. This initiative reflects our commitment to supporting the communities we serve.

These policies, all effective as of August 2024, are overseen by our Sustainability Team with regular review cycles to ensure continuous improvement.

2024 SUSTAINABILITY HIGHLIGHTS

Fuel Efficiency Gains

Our investments in driver coaching for fuel performance, fuel efficiency devices, advancements in technology, and effective policies on speed and idle times, along with efficient multimodal and long combination vehicle (LCV) transportation networks continue to provide real gains in fuel efficiency.

- Savings of over 147,976 tons of CO₂ in 2024, compared to moving the same freight with industry average over-the-road trucks showing continued improvement from 145,115 tons in 2023.
- Achieved a 10% reduction in CO₂e per loaded mile, improving from a 2019 baseline of 1.34 to 1.24 in 2024, demonstrating substantial progress toward our emissions reduction goals despite operational growth.

Eco-Certification & Recognition

- **Clean Carrier Certification:** In 2024, 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.
- Fewer than 10 percent of all SmartWay carriers operate fleets efficient enough to make the SmartWay High Performer list for carbon emissions



2024 SUSTAINABILITY HIGHLIGHTS

ALTERNATIVE FUEL VEHICLES

Hydrogen Fuel Cell

- Successfully completed first year of operation with our Nikola hydrogen fuel cell vehicle in the Edmonton region
- Gathered valuable operational data on the technology's performance in real-world conditions
- Continuing participation in AMTA's AZETEC project, demonstrating the ability of hydrogen fuel cell technology to haul weights up to 63,500kg in a LCV configuration



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

- 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 continues to collaborate with organizations that specialize in testing efficiencies that can be gained through technology, providing valuable data so that we can make informed, fact-based decisions on purchasing and implementation strategies:

- Ongoing membership in PIT Group-FPIInnovations
- 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 9,285 tires through our retread program
- Saved over 526,000 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 CO₂ per year saved with LED lighting in our facilities

SECTION 2 - AIR: REDUCING EMISSIONS, AIR QUALITY IMPROVEMENTS

Diesel Engines

- Bison's newest model year tractors continue to outperform previous generations
- As of end of 2024, we've increased the percentage of our Canadian company fleet miles run by 2023 or newer tractors

Multimodal Transportation

Bison has continued to develop our efficient multimodal transportation network:

Long Combination Vehicles (LCVs)

- LCV usage represents 13% of our total miles in 2024
- LCVs continue to be approximately 30% more fuel efficient than traditional single trailer models

Intermodal Containers

- Rail usage represents 29% of our transportation in 2024
- Continued reduction in CO₂ emissions from our intermodal network compared to traditional tractor-trailer configurations

Electronic Control Modules (ECM) and Speed Limiters

- 100% of our units are equipped with smart cruise control, speed limiters, and ECMs
- Speed limiters govern the speed of tractors to a maximum of 100 km/h, increasing safety and fuel economy

SECTION 2 - AIR: REDUCING EMISSIONS, AIR QUALITY IMPROVEMENTS

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

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

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.

Supply Chain Responsibility

In 2024, Bison Transport took significant steps to ensure responsible practices throughout our supply chain:

- **Supplier Code of Conduct:** Implemented a comprehensive code providing a guideline for all suppliers regarding business integrity, environmental management, health and safety, and human rights.
- **Business Integrity Standards:** Required suppliers to comply with all applicable laws and regulations, avoid conflicts of interest, and adhere to anti-bribery and anti-corruption principles.
- **Human Rights Protection:** Established requirements for suppliers to uphold the highest standards of human rights and fair labor practices, ensuring no forced labor, child labor, or human trafficking within their operations.
- **Information Security:** Implemented stringent requirements for data retention, encryption, and access management to protect sensitive information.
- **Monitoring and Accountability:** Created a framework for monitoring compliance and addressing violations to ensure adherence to our standards.

Supplier Diversity

In 2024, Bison Transport launched a formal Supplier Diversity Program to identify and work with diverse suppliers, reflecting our commitment to supporting the communities we serve:

- **Diverse Supplier Categories:** Focused on including minority-owned, woman-owned, Indigenous-owned, veteran-owned, and disability-owned businesses.
- **Value-Based Approach:** Emphasized the importance of high-quality, competitively priced, and reliable goods and services from diverse suppliers.
- **Tracking and Development:** Established systems for tracking progress towards supplier diversity goals and providing development opportunities for diverse suppliers.
- **Educational Outreach:** Created educational opportunities about our procurement process and supplier diversity program to maximize impact.

SECTION 4 - PEOPLE

Safety Excellence and Recognition

We're proud to continue our long-standing tradition of safety excellence, having been recognized with the TCA Fleet Safety Award for 18 consecutive years. This prestigious recognition from the Truckload Carriers Association honors our ongoing commitment to exceptional safety performance and practices. Being acknowledged as North America's Safest Fleet is not just an accolade—it's a reflection of our everyday commitment to ensuring the safety of our drivers, other road users, and the communities we serve.

This sustained recognition is the result of:

- Our comprehensive safety training programs
- Investment in advanced safety technologies
- Proactive safety policies and procedures
- The dedication of our entire team to maintaining the highest safety standards

Safety First

Our "right to decide" policy remains at the heart of our safety culture. These three simple words empower our people to make decisions that protect their safety and the safety of others. Everyone has the responsibility and authority to discontinue any task if it is unsafe to proceed.

For drivers, the right to decide policy covers:

- Weather conditions
- Equipment condition
- Road conditions
- Driver condition (illness, fatigue, etc.)

When a driver exercises their right to decide, operations steps in to:

- Take pressure off the driver
- Repower, reschedule, or make other necessary arrangements
- Handle planning and communication



SECTION 4 - PEOPLE

Community Engagement

As part of our social responsibility, Bison Transport is committed to supporting and enriching the communities where we operate:

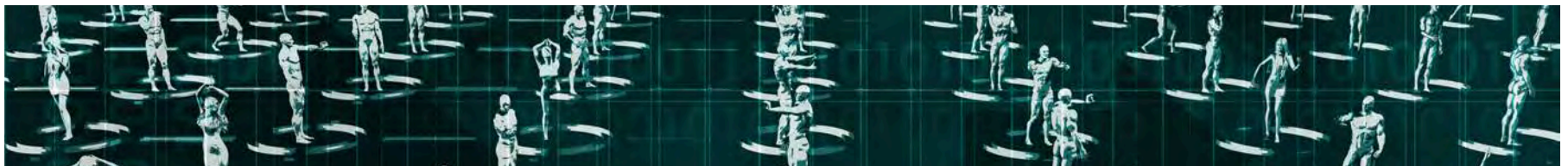
- We actively participate in community initiatives and support local charitable organizations
- Our employees volunteer their time and talents to make a positive impact
- We contribute to educational programs and workforce development initiatives
- We focus on diversity, equity, and inclusion within our organization and in our community engagement

Workforce Diversity

Bison Transport is committed to fostering a diverse and inclusive workplace that reflects the communities we serve:

- Women in Transportation: 5% of our drivers identify as women, highlighting our ongoing efforts to increase female representation in traditionally male-dominated roles
- Indigenous Representation: 2% of our employees identify as Indigenous, representing our commitment to inclusive hiring practices
- Continuous Improvement: We are actively working to enhance representation across all diversity dimensions through targeted recruitment, development, and retention strategies

Through these efforts, we strive to create a positive social impact while maintaining our commitment to environmental responsibility and strong governance practices.



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 (H₂O)** 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 (CO₂)** is made up of carbon and oxygen, CO₂ is all around us naturally. It comes from decaying and living organisms, and from volcanoes. CO₂ is released when burning fossil fuels. It is the most important contributor to human-caused global warming.
- **Methane (CH₄)** 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 (O₃)** 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 (N₂O)** 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.

