



2025 ESG highlights



Responsible business practices

Corporate governance

- ✓ **89%** independent, **33%** women, **11%** Indigenous people on the Board of Directors

Sustainable procurement

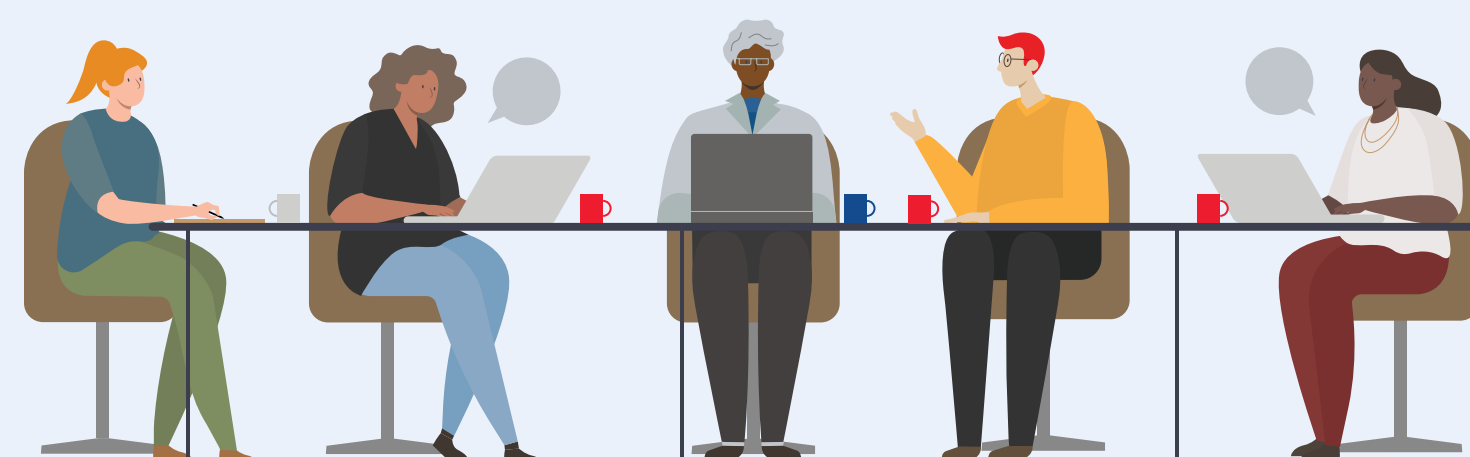
- ✓ **4.5%** procurement spend with Indigenous suppliers
- ✓ **66.6%** suppliers with an approved science-based target or equivalent

Responsible investment

- ✓ **\$658M** invested in renewable energy and energy storage through the Canada Post pension fund

Public policy programs

- ✓ **363,000** items delivered free of charge for people who are blind or partially sighted
- ✓ **851,000** shipments of library materials benefitted from reduced postage
- ✓ **199,000** letters and parcels delivered to Canadian Armed Forces members deployed overseas during the holiday season since 2006



Environmental stewardship

Emissions reduction and decarbonization

- ✓ **22%** reduction in scopes 1 and 2 emissions since 2019
- ✓ **30%** reduction in scope 3 emissions since 2019
- ✓ **90%** non-emitting electricity consumed

Sustainable products and services

- ✓ **137M** parcels shipped carbon neutral in 2025
- ✓ **61.5%** of packaging products sold to Canada Post customers (by weight) made of recycled materials

Zero waste

- ✓ **66.5%** of waste diverted from landfill





People and culture

Equity, diversity and inclusion

Canada Post's overall workforce includes:

- ✓ **47%** women
- ✓ **26.8%** visible minorities
- ✓ **9.3%** people with disabilities
- ✓ **3.5%** Indigenous people

Talent management

- ✓ An average of **11.8** training hours delivered per employee



Socio-economic impact

Indigenous communities

- ✓ **\$813,000** invested to enhance and improve postal services in Indigenous and northern communities
- ✓ **\$7M** street value of non-mailable matter intercepted from mail items destined for Indigenous and northern communities

Accessibility

- ✓ **94.3%** digital accessibility
- ✓ **\$8M** invested to improve accessibility for employees and customers

Supporting small business

- ✓ **349,000** small businesses supported through the Canada Post Solutions for Small Business™ program

Community Foundation

- ✓ **\$1.6M** donated to **144** organizations in 2025

