

Corporate Social Responsibility Report

2025



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ABOUT THIS REPORT

This first Corporate Social Responsibility (CSR) report presents the foundations of Groupe Morneau's approach to sustainability. The objective of this inaugural edition is to provide an accurate overview of our actions, structure our approach, and establish the groundwork for a long-term commitment in the years to come.

This report covers all of Groupe Morneau's activities, including its business units Morneau GEO, Morneau BOREA, and Morneau GLOBAL.

Although this is our first edition, it marks an important milestone: it reflects our desire to act transparently, systematically, and consistently by aligning our company's growth with the principles of sustainable development.



WHO IS GROUPE MORNEAU

WE DELIVER THE GOODS
IN EVERY SENSE OF THE WORD.

For more than 80 years, Groupe Morneau has been a key player in Quebec's economy, connecting regions, businesses, and communities through reliable, efficient, and responsible transportation, warehousing, and logistics solutions. Founded in 1942 in the Bas-Saint-Laurent region, the company is now led by the fourth generation and stands as a major player in transportation across Quebec, Ontario, and Labrador.

With a network of 23 terminals and 1,300 employees, Groupe Morneau relies on its expertise, operational rigor, and close customer relationships to deliver services that meet the evolving needs of a dynamic market.



Pierre Morneau and Marie-Alice Perreault



THREE COMPLEMENTARY BUSINESS UNITS

THE STRENGTH AND VERSATILITY OF GROUPE MORNEAU REST ON THREE BUSINESS UNITS THAT WORK IN SYNERGY TO PROVIDE A COMPLETE RANGE OF LOGISTICS SOLUTIONS TO OUR CLIENTS:

GEO

General LTL/TL (less-than-truckload and full-truckload) transport, regional and national distribution to meet diverse transportation needs.

BOREA

Specializes in refrigerated transport, warehousing, and cold-chain logistics essential to the food industry.

GLOBAL

Offers international logistics, brokerage, and supply chain management services to support clients beyond Canadian borders.

Together, these three units enable Groupe Morneau to deliver integrated, reliable, and innovative solutions to all our clients, while maintaining close relationships and recognized human expertise.

OUR VALUES

AT THE HEART OF EVERYTHING WE DO, OUR VALUES GUIDE OUR DECISIONS AND RELATIONSHIPS:

RESPECT



for people, commitments, work ethics, and the environment in which we operate.

EXCELLENCE



a constant pursuit of improvement, efficiency, and quality in all that we do.

MUTUAL SUPPORT



a culture of collaboration and solidarity, both internally and with our clients and partners.

ACCOUNTABILITY



pride in acting with integrity, owning our decisions, and contributing actively to the sustainable development of our communities.

AN EMPOWERING CORPORATE CULTURE

At Groupe Morneau, we believe that a strong company is built on trust and shared responsibility. Our culture is rooted in the belief that each person contributes to collective success — by engaging, deciding, and innovating within their role, in service of both the client and the group.



This philosophy is embedded in a fluid and collaborative structure, where traditional hierarchy gives way to transparency, initiative, and shared leadership. It empowers every individual to be an agent of change, exercising autonomy and sound judgment in an environment that values cooperation.

Inspired by the concept of the “liberated company,” this approach has evolved over time, guided by dialogue and shared learning. What began as the founding dream of André Morneau — to build a human and agile organization — has become a truly empowering company, shaped by and for the people who bring it to life. Embracing change, adapting, learning, and growing together.

Our corporate culture thus reflects our vision of sustainable development: putting people at the heart of performance to create a positive and lasting impact on our teams, our communities, and our industry.

> **Spring 2018** – The idea of an empowering organization begins to take shape. The first reflections emerge around a shared intention: giving teams more autonomy and meaning in their work.

> **November 2018** – Mont-Saint-Anne, first presentation to managers. André Morneau officially shares his vision of an empowering organization.

> **2018 to 2021** – Transformation of mindsets. New rituals, training sessions, and shifts in language are introduced; empowerment gradually becomes part of everyday practice.

> **2021** – Transformation of the structure. Definition of circles and roles. Launch of the Chapô project, which clarifies the responsibilities of each position and strengthens autonomy.

> **2022** – Transformation of practices. The principles of the empowering organization become embedded in management approaches, communication methods, and decision-making processes.

Since the beginning of our cultural transformation, we have held eight forums - key moments where our teams come together to learn, share, align, and collectively advance our empowerment-driven culture.



OUR THREE ANCHORS

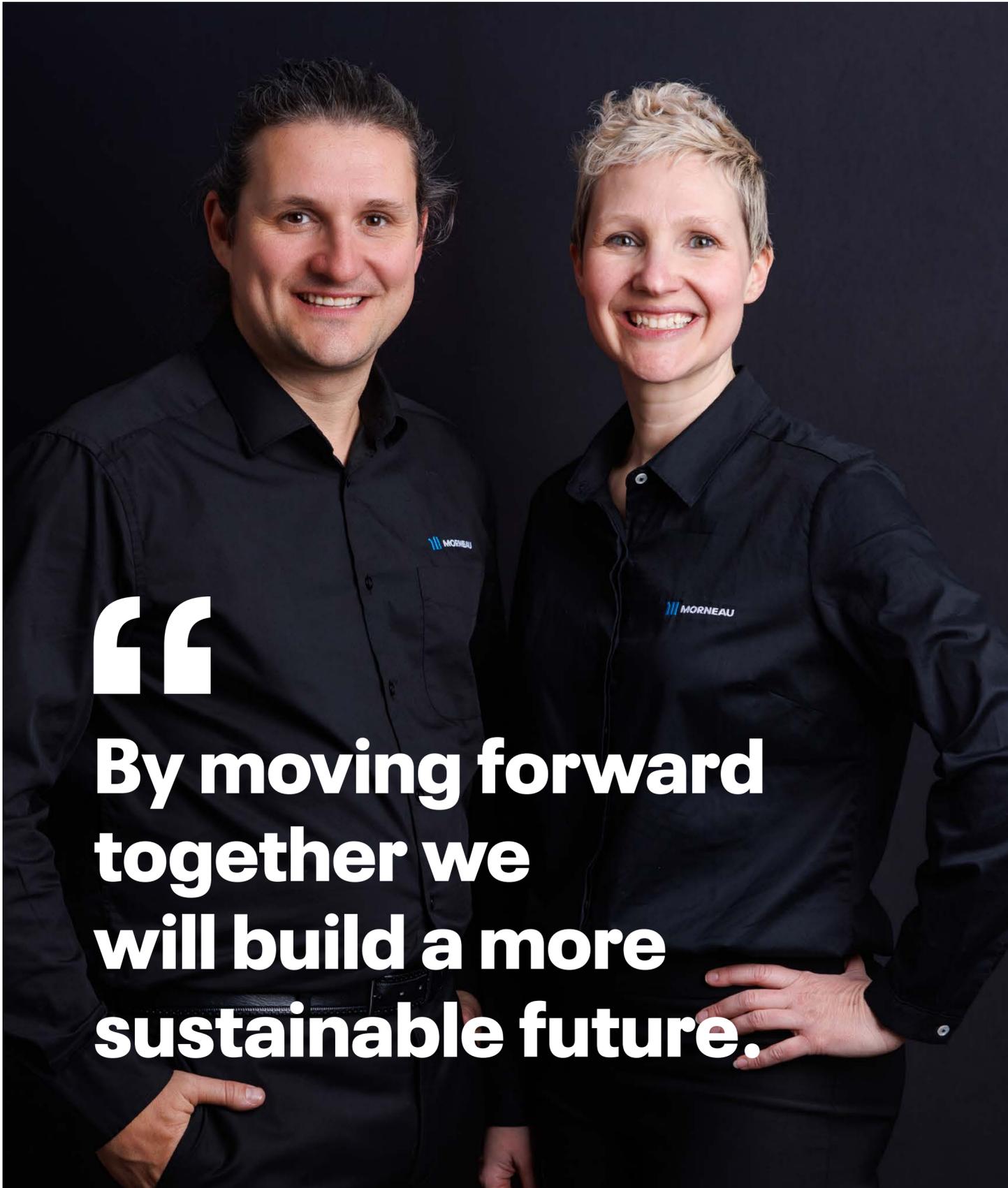
Our CSR approach is built around three anchors: our clients, our employees, and sustainability.

Our clients remain at the center of our priorities. Every day, we strive to offer them a seamless, reliable, and tailored experience by anticipating their needs and providing innovative, sustainable solutions.

Our collaborators are the driving force behind our success. Their commitment and expertise move Groupe Morneau forward. We believe that a culture rooted in trust, listening, and empowerment fosters well-being and innovation.

Finally, **sustainability** forms the foundation of our long-term vision. It guides our investments, operational choices, and environmental commitments. Ensuring the durability of our organization also means protecting the planet, supporting communities, and building a responsible future for generations to come.

Together, these three anchors give full meaning to our CSR approach: growing sustainably — with our people, for our clients, and for the future.



“
**By moving forward
together we
will build a more
sustainable future.**”

Message from the Co-Presidents

We are very proud to present Groupe Morneau's first-ever Corporate Social Responsibility (CSR) report. This report marks an important milestone in our collective history and reflects our commitment to evolving in harmony with our values and our promises.

For over 80 years, Groupe Morneau has been connecting regions, businesses, and communities across Quebec and Eastern Canada. Today, we aim to go even further — to transport the economy sustainably, putting our clients, employees, and long-term vision at the heart of every decision.

Our CSR approach continues this vision. It encourages us to think differently, act courageously, and work together to build a more responsible business model. It is founded on the belief that every action matters — on the road, in our terminals, and within our teams.

This report is, above all, the result of collective effort. We wish to highlight the outstanding work of the CSR Committee and the contribution of our collaborators, who helped bring this first edition to life.

We embark on this journey with humility and determination, aware that it is an evolving path. By moving forward together — one kilometer at a time — we will build a more sustainable future for our clients, our collaborators, and the communities we serve.

With gratitude and pride,

Catherine and David Morneau
Co-Presidents, Groupe Morneau



Message from the CSR Committee

This first edition of our Corporate Social Responsibility (CSR) report represents an important milestone for Groupe Morneau. It marks the beginning of a structured approach, born from collective effort and a shared conviction: to evolve our organization in a sustainable, human, and values-driven way.

Over the past year, our CSR Committee — composed of Catherine Morneau, Laurence Lafond, Caroline Huot, Lise Porlier, Michael Bélanger, Denis Marcotte, Bruno-Pier Desjardins, Vicky Lapointe, Louis Bouchard, and myself — has collaborated to shape this initiative. Together, we identified existing initiatives, defined our four pillars, thirteen destinations, and three responsible business principles, and chose to align our actions with five of the United Nations Sustainable Development Goals (SDGs). We also established concrete indicators, because measuring progress is the best way to honor our commitments and keep moving forward together.

This report reflects remarkable teamwork and collective engagement. Everyone contributed with rigor, creativity, and heart. We have laid the foundations for an approach that will continue to evolve over time, with the same ambition: to move our organization forward responsibly — for our clients, our collaborators, and the sustainability of our activities.

This approach is not a destination, but a collective journey — one that calls us to progress, to learn, and to act with consistency and conviction.



Anouk Petit
Senior Director, Communications and Marketing, and CSR Lead on behalf of the CSR Committee of Groupe Morneau

OUR APPROACH



OUR GOVERNANCE

- Ensure clear, ethical, and transparent governance
- Promote safe and responsible business practices
- Commit to a structured, coherent, and progress-oriented CSR approach



OUR COLLABORATORS

- Provide healthy and safe workplaces
- Develop skills and a leadership style that drives sustainable performance
- Foster overall well-being and collaborator engagement
- Promote equity and women's leadership across all roles
- Provide a workplace that ensures diversity and inclusion



OUR PLANET

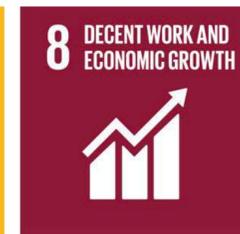
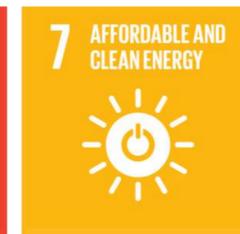
- Contribute to the energy transition through sustainable transportation solutions
- Improve the energy efficiency of our infrastructures to reduce our environmental footprint
- Offer sustainable and responsible mobility solutions
- Measure, reduce and enhance the value of our environmental impacts
- Foster collaborative innovation in support of sustainable logistics



OUR COMMUNITIES

- Strengthen the local economy through quality jobs and opportunities for the next generation
- Actively support communities and amplify our collective impact
- Mobilize our partners toward responsible and sustainable commitments

Our sustainable development strategy supports the following Sustainable Development Goals (SDGs):



HIGHLIGHTS

This year, we achieved several major milestones in transforming our organization into a more human, innovative, and responsible model. Here are some key initiatives that marked our progress:

Launch of the new
Collaborator Guide

Revamp of the
new managers'
training program

Official
implementation of
our Corporate Social
Responsibility (CSR)
approach

100% of our forklifts
are now electric

Free distribution of
hygiene products

Adoption of a
telework and flexible
schedule policy

Mandatory anti-
harassment training
completed by 100%
of collaborators

External recognitions:

- **Deloitte:** Canada's Best Managed Companies
- **HR Trucking:** Top Fleet Employers
- **Northbridge:** Transportation Safety Award
- **ISAAC Award:** Safety and Compliance Improvement (Fleet of 100+ trucks)



OUR GOVERNANCE

OUR BUSINESS PRINCIPLES

Our governance approach is based on three fundamental business principles that reflect our commitment to building a responsible, resilient, and progress-oriented company.

Principle #1: Ensure clear, ethical, and transparent governance

Principle #2: Promote safe and responsible business practices

Principle #3: Commit to a structured, coherent, and progress-oriented CSR approach

BUSINESS PRINCIPLE #1 **ENSURE CLEAR, ETHICAL, AND TRANSPARENT GOVERNANCE**

Our governance is based on a rigorous decision-making structure, where roles and responsibilities are clearly defined and processes are guided by principles of consistency and integrity. It fosters a culture of accountability at all levels of the organization, where everyone is encouraged to exercise judgment, take initiative, and actively contribute to collective success.





André Morneau

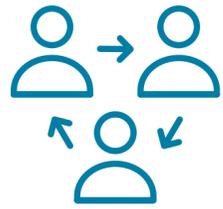
We believe that strong governance is an essential lever for building a resilient, equitable, and high-performing company. It supports informed decision-making, strengthens trust of our stakeholders, and ensures strategic alignment across all our activities.

In the coming years, we aim to consolidate this governance by implementing clear and accessible tools to increase transparency and provide a consistent framework for decision-making, while promoting shared ownership of our governance principles.

GOVERNANCE STRUCTURE

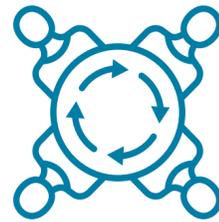
At Groupe Morneau, governance is based on a solid, clear decision-making structure that is aligned with our values and commitments to corporate social responsibility. Our governance structure ensures compliance with our strategic directions and promotes transparency and effective decision-making, while giving our various teams the flexibility they need to fully exercise their responsibility and autonomy.

OUR MAIN GOVERNANCE BODIES ARE AS FOLLOWS:



THE BOARD OF DIRECTORS

Composed of the company's three directors, the Board of Directors ensures oversight of the company's strategic direction. It meets monthly, notably through an executive committee, to monitor the progress of key projects and support decision-making. It also acts as a liaison between the various business units, fostering effective coordination and an integrated vision of the issues at stake.



THE CIRCLE OF LEADERS

Responsible for implementing the company's strategy, the Circle of Leaders serves as the Senior Leadership Team and ensures coordination among the company's various functions. It translates strategic directions into concrete actions, ensures consistency between departments, and promotes the integration of corporate social responsibility principles into all decision-making processes. Through its collaborative approach, it embodies agile and empowering governance.



THE CSR COMMITTEE

Dedicated to our corporate social responsibility approach, this committee steers the CSR process, monitors performance indicators, and proposes continuous improvements. The CSR Committee works closely with the company's other decision-making bodies to ensure overall consistency of the CSR approach with Groupe Morneau's strategic objectives.



SPECIALIZED COMMITTEES

These committees provide targeted expertise on specific topics within the company. They help strengthen the rigor of our decision-making processes and support accountable governance.



ADVISORY COMMITTEE

Composed of external experts, this committee plays an advisory role to senior management. Its mission is to provide an independent and critical perspective on the company's strategic directions and practices. Although it is not a decision-making body, it contributes significantly to enriching the discussion and strengthening the structure and credibility of our governance.

BUSINESS PRINCIPLE #2 **PROMOTE SAFE AND RESPONSIBLE BUSINESS PRACTICES**

We implement structured measures to ensure the security of our operations, the protection of information, and compliance with applicable standards. This vigilance applies both to our infrastructure and our internal processes, with a focus on proactive prevention and continuous improvement.





Our business practices incorporate rigorous risk management, a sustained attention to quality and increasing responsibility in our business relationships, particularly in terms of procurement. In the future, we aspire to strengthen our commitments to ethics and responsible procurement by ensuring that our partners share our values and our concern for sustainability.

We also promote an organizational culture where safety is everyone's responsibility. This translates into regular training, accessible reporting mechanisms, and empowering teams to identify and manage critical issues.

Finally, we recognize that responsibility for our business practices involves an active, transparent, and committed stance toward our stakeholders, our environment, and society as a whole.

OUR STRUCTURAL POLICIES



EMERGENCY RESPONSE PLAN (ERP)

We have developed a contingency plan to ensure our organization's resilience in the face of any unforeseen events. This plan structures our response to major incidents, while ensuring the safety of people, the protection of assets, and the continuity of our essential operations.



PREVENTION OF HARASSMENT

We are committed to providing a workplace free from harassment, intimidation, and discrimination. Our policy aims to prevent inappropriate behavior, provide accessible reporting mechanisms, and ensure fair and confidential treatment of reported situations.



CYBERSECURITY AND DATA PROTECTION

We currently have a cybersecurity policy and a personal information protection policy in place, which govern our digital security and data management practices. These policies aim to prevent risks related to information technology, ensure the confidentiality of sensitive data, and strengthen the trust of our stakeholders.

We are continuing our efforts to raise awareness of security issues among our teams, improve our protection mechanisms, and adapt our measures to the changing realities of our operating environment. This approach is part of our commitment to building a resilient, responsible, and trustworthy organization.



DRIVING BEHAVIOR MANAGEMENT DRIVING BEHAVIOR MANAGEMENT

As part of our transportation activities, we implement measures aimed at promoting safe and responsible driving behavior. This includes driver awareness, monitoring driving practices, and integrating technologies that promote incident detection and prevention.



SECURITY AND THEFT PREVENTION

Protecting property, goods, and infrastructure is an integral part of our security approach. We deploy prevention measures tailored to the realities of our operations, including surveillance, access control, and staff training.

BUSINESS PRINCIPLE #3 **COMMIT TO A STRUCTURED, COHERENT, AND PROGRESS-ORIENTED CSR APPROACH**

We integrate social responsibility into the heart of our corporate strategy, ensuring that our commitments are clear, consistent, and aligned with our values. This approach is based on a desire to contribute positively to our economic, social, and environmental surroundings, while creating sustainable value for our stakeholders.





Our approach is structured and evolving: it is based on concrete objectives, monitoring indicators, and governance dedicated to the implementation and continuous improvement of our practices. We seek to establish a solid foundation for responsible performance by promoting innovation, collaboration, and transparency.

Communicating our progress is an integral part of this approach. We are committed to sharing our achievements in an open and accessible manner in order to build trust, mobilize our teams, and inspire our partners.

Through this focus, we affirm our desire to build a company that actively contributes to the transition to a more inclusive, equitable, and resource-conscious economy.

Stakeholder Overview

Our approach to social responsibility is based on constant, structured dialogue with our stakeholders. These internal and external stakeholders play a key role in defining our priorities, guiding our actions, and assessing our impact.

WE IDENTIFY OUR STAKEHOLDERS AS FOLLOWS:

OUR CUSTOMERS

The driving force behind our company, they guide our choices with their expectations in terms of quality, reliability, and responsibility. Their satisfaction and loyalty guide our development and fuel our desire for continuous improvement.

OUR COLLABORATORS

At the heart of our organization, they contribute every day to the performance and development of the company. Their commitment, well-being, and professional development are daily priorities for us.

OUR BUSINESS PARTNERS AND SUPPLIERS

Their collaboration is essential to the smooth running of our operations. We foster strong and lasting relationships based on collaboration, trust, and responsible performance.

OUR FINANCIAL PARTNERS

They play a key role in supporting our growth and stability. Their trust is based on our ability to maintain sustainable performance, manage risks proactively, and communicate transparently.

LOCAL COMMUNITIES

Located around our facilities and operations in Quebec, Ontario, and Labrador, these communities are directly affected by our social and environmental impacts. We are committed to contributing positively to their development, preserving their safety, and maintaining respectful and constructive relationships with our communities.

OUR INDUSTRY

The various players in the transport and logistics sector are involved in developing practices, promoting high standards, and defending our common interests. Collaboration with these partners strengthens our ability to innovate and respond to collective challenges.

GOVERNMENT AND REGULATORY BODIES

These bodies oversee our activities and influence our strategic direction. We maintain an open and constructive dialogue with them to ensure our activities comply with regulations, anticipate regulatory changes, and contribute to discussions on the evolution of our industry.

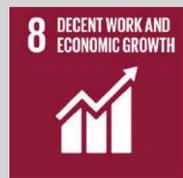


OUR COLLABORATORS

Behind every destination in this pillar lies the same intention: taking care of the people who keep Morneau moving. By placing well-being, development, and equity at the heart of our actions, we are choosing a form of progress that is collective, sustainable, and meaningful. Because responsible transportation is, above all, a human journey.

DESTINATION #1 PROVIDE HEALTHY AND SAFE WORKPLACES

At Groupe Morneau, the health and safety of our collaborators are at the heart of our priorities. Thanks to a strong and proactive OHS culture, supported by engaged committees and accountable teams, we maintain an accident rate that is lower than what is typically observed in the road freight transportation and warehousing sector.



OUR GOAL IS TO GO EVEN FURTHER:
strengthen prevention, consolidate our OHS culture,
and ensure that everyone acts for the safety of all.

BY
2029

Achieve and maintain a target of **zero major or fatal accidents** across all our operations, while reducing minor accidents by 10%

EVERY
YEAR

Reduce the **severity rate (SR)** by 5% and the **frequency rate (FR)** of accidents by 20% across our company's divisions, annually.



HIGHLIGHTS

- **1,215 OHS training** hours delivered in 2025.
- **Awareness campaigns:** pedestrian-forklift interactions and transloading rules.
- Investments in **safety equipment**, including
 - Restraint systems at the GEO Quebec terminal
 - New model of forklift carpet booms
 - Secure trailer access straps
 - Forklifts equipped with red safety light beams to delimit safe zones
- Improved quality of accident and near-miss **investigations and reporting**

DESTINATION #2 DEVELOP SKILLS AND A LEADERSHIP STYLE THAT DRIVES SUSTAINABLE PERFORMANCE

The growth of an organization depends on the growth of the people within it. Developing skills, fostering continuous learning, and promoting compassionate leadership are essential elements of sustainable and human-centered performance.



Groupe Morneau is committed to providing its collaborators with accessible and practical learning opportunities that are aligned with their aspirations. Leadership and skills development are essential levers to support engagement and collective success.

BY
2030

Structure and deploy a **skills development program** accessible to 100% of collaborators in key or critical positions, including personalized learning pathways tailored to roles and professions.

BY
2030

Design and implement a **development pathway** for 100% of managers, focused on conscious leadership, the prevention of psychosocial risks, authentic dialogue, and team engagement.

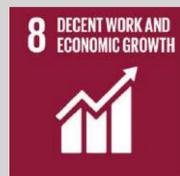


HIGHLIGHTS

- **Training sessions and conferences** offered each year through our Empowering Business Forum, strengthening collective learning and our culture of continuous development.
- The implementation of a **skills mapping by job role**, a key milestone in structuring and enhancing professional development pathways.
- The deployment of a **learning management system** aimed at providing all collaborators with access to useful, coherent learning activities aligned with Groupe Morneau's empowerment-driven culture.
- **Internal leadership development** continues to grow, with an eighth cohort of Axellite's "Propulse ton leadership" program launching soon - bringing the total number of collaborators who have completed this development pathway to 66.

DESTINATION #3 FOSTER OVERALL WELL-BEING AND COLLABORATOR ENGAGEMENT

Well-being at work is a foundational pillar of sustainable performance. Creating an environment where everyone feels heard, recognized, and supported not only enhances quality of life at work, but also strengthens engagement, health, and team retention.



Groupe Morneau wants every collaborator to thrive in an environment that values trust, recognition, and balance. Fostering overall well-being means investing in the human strength that moves our organization forward every day.

BY THE END OF
2028

Deploy a structured **health and wellness program** integrating prevention (nutrition, mental health, physical health) and aiming to engage at least 75% of collaborators.

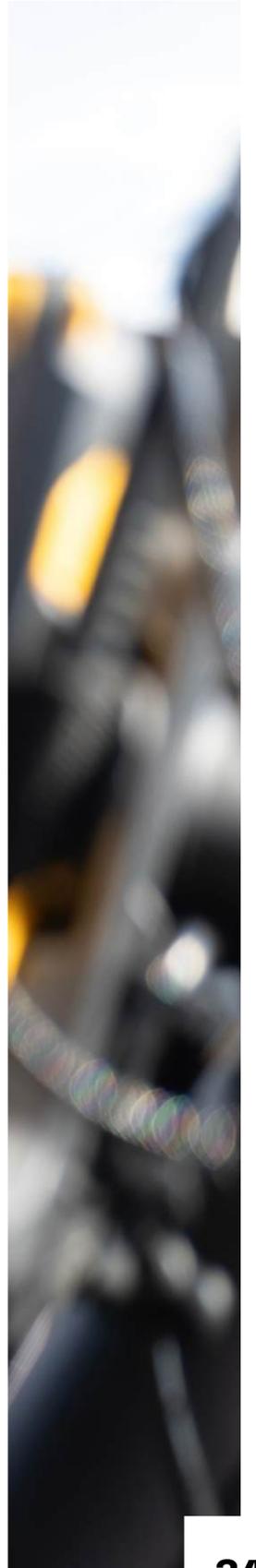
IN
2026

Implement an **organizational survey** to regularly assess the work climate, engagement levels, and levers for continuous improvement.



HIGHLIGHTS

- The creation of a **Health and Wellness Committee** actively involved in prevention, awareness, and the promotion of healthy lifestyle habits.
- Access to an **employee assistance program**.
- Results from the most recent organizational survey (2023) show a level of heartfelt engagement above the industry average, reflecting a **corporate culture grounded in trust and compassion**.



DESTINATION #4 PROMOTE EQUITY AND WOMEN'S LEADERSHIP ACROSS ALL ROLES

Gender equality is an integral part of Groupe Morneau's vision. In an industry still largely male-dominated, promoting women's access to all roles and supporting their development represents a powerful lever for innovation, performance, and balance.



Groupe Morneau aims not only to attract more women into operational roles, but also to support their advancement into leadership positions and foster an environment where they can thrive throughout their professional journey.

**BY
2030**

Increase the representation of women across all roles, currently at 20.57%, and reach a minimum of 7% in traditionally male-dominated operational positions (compared with 4.44% today).

**BY THE END OF
2030**

Design, formalize, and deploy a **pilot maternity leave program adapted to operational roles**, including reintegration support measures, to improve retention and strengthen equity in working conditions.



HIGHLIGHTS

- Collaboration in several industry initiatives highlighting the **contribution of women in the transportation sector** (Camo-Route, Camionneuses Quebec).
- A pink truck, created in partnership with Camo-Route, now travels across our routes to **encourage and showcase the presence of women in driving professions.**
- Distribution of pink suspenders to collaborators who wish to wear them, contributing to **highlight and celebrate the presence of women across our teams.**

DESTINATION #5 PROVIDE A WORKPLACE THAT ENSURES DIVERSITY AND INCLUSION

Diversity and inclusion are at the heart of a strong and sustainable corporate culture. Fostering an environment where everyone feels respected, heard, and valued helps build teams that are more creative, more engaged, and more connected to the realities of our communities.



Groupe Morneau aims to make equity, diversity, and inclusion (EDI) concrete drivers of cohesion and performance. By integrating these principles into its practices, the company seeks to strengthen the sense of belonging, encourage the representation of all voices, and promote a workplace where everyone can fully contribute to collective success.

**BY THE END OF
2027**

Formally adopt an **organizational EDI policy** and communicate it to 100% of collaborators.

**BY THE END OF
2026**

Form a representative **EDI committee**.



HIGHLIGHTS

- Successful integration of temporary foreign workers, supported by **welcoming practices and human-centered guidance** that foster their adaptation and success.
- Growing **cultural and generational diversity** within our teams, reflecting an open, respectful workplace that represents the communities in which we operate.



OUR PLANET

Behind every destination in this pillar lies the same conviction: caring for the planet that keeps us moving forward. Clean energy, more efficient infrastructures, responsible innovation—Groupe Morneau is committed to evolving its practices for a more sustainable future. Because sustainability is not a destination; it is a way forward.

DESTINATION #6 CONTRIBUTE TO THE ENERGY TRANSITION THROUGH SUSTAINABLE TRANSPORTATION SOLUTIONS

The energy transition is at the heart of the transformation of the transportation sector. As a key industry player, Groupe Morneau aims to actively contribute to reducing greenhouse gas (GHG) emissions by modernizing its fleet and integrating lower-carbon solutions.



Reducing our environmental impact means rethinking every aspect of our transportation activities, from vehicle maintenance to energy sources. Through targeted investments and a long-term vision, we aim to accelerate the transition toward cleaner, more efficient, and more responsible transportation.

BY
2035

Convert at least 5% of our fleet to **alternative energies** (electric, hybrid, biogas) and ensure an annual 3% **reduction in GHG emissions** linked to our operations.

BY
2030

Progressively convert at least 50% of yard trucks to **electric vehicles by systematically integrating low-emission models** when replacing end-of-life combustion vehicles.

BY
2030

Equip the company's eight major-center terminals with **electric charging stations for personal vehicles**, encouraging collaborators to choose more sustainable commuting options.



HIGHLIGHTS

- Integration of **environmental criteria** into vehicle replacement and acquisition processes.
- A first electric truck already in service, marking a **concrete step toward the decarbonization of transportation**.
- A first electric shunter deployed in 2025 at BOREA Québec, demonstrating our **commitment to integrating low-emission solutions** into daily operations.
- Two terminals already equipped with **charging stations for personal vehicles**, supporting sustainable mobility for collaborators.



DESTINATION #7 IMPROVE THE ENERGY EFFICIENCY OF OUR INFRASTRUCTURES TO REDUCE OUR ENVIRONMENTAL FOOTPRINT

The energy performance of our infrastructures plays a key role in reducing our environmental footprint. By optimizing our buildings, warehouses, and terminals, Groupe Morneau aims to lower its energy consumption, emissions, and operating costs, while contributing to a more sustainable business model.



Energy efficiency is also a matter of common sense: understanding how we use energy, correcting losses, and investing in solutions that combine performance and responsibility.

**BY DECEMBER
2027**

Complete an **energy-efficiency study** covering 10% of the company's operational sites. This study will include a detailed consumption assessment and a formal report identifying at least two concrete recommendations per site, targeting the main sources of energy waste and proposing avenues for improvement. (Phase 1)



HIGHLIGHTS

- Optimization of lighting systems (LED) to **reduce energy consumption** in warehouses.
- **Collection and monitoring of data on energy** use to better guide future investments.
- Implementation of targeted initiatives to **reduce waste and improve energy efficiency** in our terminals, particularly regarding temperature control.



DESTINATION #8 OFFER SUSTAINABLE AND RESPONSIBLE MOBILITY SOLUTIONS

Mobility lies at the core of Groupe Morneau's expertise. As a transportation company, our responsibility is twofold: to ensure the efficient movement of goods while reducing the environmental footprint of our activities.



Encouraging sustainable mobility means acting both on our operations and on our individual behaviors. By training our drivers, equipping our managers, and raising awareness among all collaborators, we help shift our practices toward a more responsible and environmentally respectful model.

BY
2028

Train 100% of **drivers in eco-driving** through a structured program integrating our telematics system and periodic coaching. Reduce the average fuel consumption of trained drivers by 5% compared with their previous year's individual average.

BY
2030

Implement an **internal mobility challenge** aimed at reducing and/or offsetting GHG emissions related to business travel by non-driver collaborators (cycling, public transit, carpooling).



HIGHLIGHTS

- **Technological tracking tools** already in place to support more efficient driving and reduce fuel consumption.
- Growing attention being given to **carpooling for inter-terminal travel** among our collaborators.

DESTINATION #9 MEASURE, REDUCE AND ENHANCE THE VALUE OF OUR ENVIRONMENTAL IMPACTS

To make sustainable progress, we must first be able to measure it. Groupe Morneau aims to better understand, quantify, and reduce the environmental impacts of its activities in order to manage its performance in a rigorous and transparent way.



This initiative aims to strengthen the collection and analysis of data related to our consumption, emissions, and residual materials, in order to identify the most impactful actions and reduce our environmental footprint at the source.

**BY
2027**

Implement a rigorous, recurring, and comprehensive system to **measure our carbon footprint** (Scope 1), covering 90% of the company's core activities (transportation, warehouses, offices). This system will include an annual update and the production of a summary report to track the evolution of our emissions and guide our reduction initiatives.

**BY DECEMBER 31,
2027**

Complete a full assessment of current **waste management practices across our operations** (offices, warehouses, workshops, transportation), including an analysis of resources, material flows, and optimization opportunities.



HIGHLIGHTS

- **Active recycling program** within the organization.
- Parking surfaces built with roller-compacted concrete (RCC) to help **reduce heat islands**.
- Use of **recycled panels and materials** in the renovation of our Bolton terminal.



DESTINATION #10 FOSTER COLLABORATIVE INNOVATION IN SUPPORT OF SUSTAINABLE LOGISTICS

Innovation is a key driver in the transition toward more sustainable transportation. By collaborating with partners from universities, research and entrepreneurship, Groupe Morneau aims to accelerate the development and integration of concrete solutions that will sustainably transform logistics and mobility.



Our ambition is to foster collaborative innovation, where ideas and expertise come together to generate meaningful outcomes tailored to the operational realities of the transportation sector.

BY
2027

We aim to structure our involvement in research and innovation by allocating dedicated time for our teams to actively **participate in collaborative projects** with universities, research centers and startups. This engagement will help maximize the concrete impacts of these initiatives and ensure that the most relevant solutions are integrated into Groupe Morneau's operational reality.



HIGHLIGHTS

- Collaboration with “Vallée de la Transition Énergétique” (VTE), InnovÉE, Elonroad, and Filgo as part of a **strategic partnership aimed** at redefining transportation and electric mobility.
- **Exploration and testing of emerging solutions**, such as automatic charging systems for electric vehicles.
- Participation in several research and innovation projects focused on the **energy transition and sustainable mobility**.



OUR COMMUNITIES

Since its beginnings, Groupe Morneau has been built around a deep conviction: growing alongside the communities that surround it. Mutual support, a value rooted in its DNA, continues to guide its actions wherever the company operates. Through this pillar, Groupe Morneau aims to support regional economic development, encourage the next generation, contribute to local initiatives, and engage its partners around a shared objective: creating a positive, sustainable, and meaningful collective impact. Because together, we go further!

DESTINATION #11 STRENGTHEN THE LOCAL ECONOMY THROUGH QUALITY JOBS AND OPPORTUNITIES FOR THE NEXT GENERATION

Firmly rooted in the regions since its founding, Groupe Morneau first established itself in the heart of rural Québec before expanding into major urban centres. This growth has unfolded without ever losing sight of its origins: supporting local communities, creating quality jobs, and contributing to the economic vitality of the areas it serves.



Today, the company continues to invest in the regions by providing stable and rewarding jobs, both in administrative and operational roles. By supporting the next generation and promoting careers in the transportation sector, Groupe Morneau aims to inspire a new wave of workers who take pride in contributing to an industry that is essential to the local economy.

**EVERY
YEAR**

Commit to maintaining **350 quality jobs outside major administrative centres.**

**BY
2035**

Promote the creation of a **Work-Study (ATE) cohort every two years** in our remote regions on a regular basis

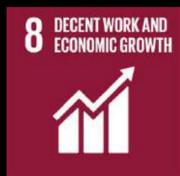


HIGHLIGHTS

- Active presence across several regions of Québec, directly **supporting local employment and regional economies.**
- Collaboration with educational institutions and regional organizations to **promote careers in transportation and logistics.**

DESTINATION #12 ACTIVELY SUPPORT COMMUNITIES AND AMPLIFY OUR COLLECTIVE IMPACT

Born in Saint-Arsène, in the heart of the Bas-Saint-Laurent region, Groupe Morneau has grown by relying on deeply human values such as mutual support. Since its beginnings, the company has supported the communities that surround it, convinced that growth only has meaning when it benefits the people who share its territory.



Today, this spirit of mutual support remains an integral part of Groupe Morneau's DNA. The company is committed to supporting meaningful local initiatives and encouraging its collaborators to take an active role in projects that shape the social, environmental, and economic development of their communities.

BY
2027

Define a shared national cause or cross-cutting theme that enables all collaborators to participate in a common initiative, fostering a strong sense of pride and collective engagement.

BY
2030

Structure and deploy a **regionalized donations and sponsorship program** to actively support the socioeconomic development of the communities where the company operates, with at least one initiative supported per region, in alignment with the Groupe Morneau's CSR values.



HIGHLIGHTS

- A well-established **culture of engagement and generosity**, with several terminals actively supporting local causes that align with Groupe Morneau's values.
- Some of the **causes supported by Groupe Morneau** in 2025 include: Leucan, the Grand Défi Pierre Lavoie, Centraide, the Breakfast Club of Canada, and more.

DESTINATION #13 MOBILIZE OUR PARTNERS TOWARD RESPONSIBLE AND SUSTAINABLE COMMITMENTS

Corporate responsibility does not end at the organization's doors. For Groupe Morneau, it extends across its entire ecosystem — suppliers, clients, and partners — with whom the company strives to build a more sustainable and consistent value chain.



Working collaboratively with our stakeholders means recognizing that the transition toward a responsible business model happens together.

By fostering dialogue, building awareness, and establishing shared commitments, we can generate a positive and lasting collective impact.

BY
2028

Have 10% of our strategic partners (key clients and suppliers) sign a **responsible code of conduct**, and **organize at least two awareness-raising initiatives** (workshops, webinars, practical guides) to strengthen their environmental and social engagement, in alignment with our CSR policy.



HIGHLIGHTS

- **Proactive and transparent communication** with our clients on safety issues to support responsible decision-making.

This first corporate social responsibility report lays the foundation for a clear commitment: ensuring that Groupe Morneau continues to evolve in alignment with its values, its regional roots, and the expectations of its stakeholders. By structuring our approach, defining our business principles, and identifying concrete objectives, we have set a direction that brings together our collaborators, our clients, our communities, and our partners around a shared ambition.

What comes next will be driven by action, measurement, and continuous improvement. We know that this is only the beginning: our CSR journey is a living process, shaped by ongoing learning, collaboration, and the choices we will make collectively.



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Together, one kilometre at a time, we will continue to reimagine the road ahead - making it more sustainable, more human, and more meaningful for all those who travel it with us.

