

An aerial photograph showing a road with a red car in the center, flanked by dark water and autumn-colored trees. To the right, the deck of a red cargo ship is visible, featuring a crane and various equipment.

LOGISTEC

2025 SUSTAINABILITY REPORT

INNOVATING
FOR A SUSTAINABLE
GLOBAL SUPPLY CHAIN



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ABOUT US

LOGISTEC is an industry leader in marine and logistics cargo handling solutions, operating at 85 terminals and 62 ports across North America. Over the past 73 years, we have delivered continuous growth through collaboration, innovation, new technologies, operational excellence and expanding our services to meet the needs of our customers, supply chain stakeholders and communities.

We recognize the importance of responsible business practices, and we are committed to transparency in our sustainability initiatives. At LOGISTEC, we know that it is possible to balance operational efficiency with solid environmental, social and governance goals. Leading by example, we strive to positively influence our industry to address challenges of our rapidly changing environment, ensuring that we meet the needs of our customers and minimizing our ecological footprint.

85
TERMINALS

3,700
PEOPLE

50M
TONNES HANDLED ANNUALLY,
66% bulk, 17% general cargo,
16% steel product, 1% other

62
PORTS

3,100
VESSELS HANDLED
in 2024

1,695
PIECES OF
MACHINERY/EQUIPMENT
(forklift, crane, wheel loader,
tractor, container handler
and excavator)

27
GREEN MARINE
CERTIFIED TERMINALS



- LOGISTEC terminals
- LOGISTEC Green Marine certified terminals



At LOGISTEC, sustainability is a cornerstone of our operations. As a founding member of Green Marine, LOGISTEC has been leading the industry in our focus on eco-friendly operations and equipment in the marine and logistics industry, with the highest number of Green Marine certified terminals in North America.

Solid ESG principles are a key driver of our organization. From our terminal operations to our rigorous governance practices, we're committed to excellence across the board. Our health and safety culture is deeply rooted in everything we do. Last year, we surpassed our own industry-leading safety results, and we're gearing up to raise the bar even higher this year.

This commitment extends beyond our terminal operations. Across North America, our teams are deeply connected to the communities where we operate, actively supporting local causes.

Backed by a highly experienced and engaged Board of Directors driving us towards our ambitious vision, I believe that solid and transparent governance is a foundation of our future success.

Together with our global supply chain partners, we are contributing to a robust economic supply chain. When we collaborate, we generate groundbreaking results while proactively safeguarding our environment.

At LOGISTEC, we are creating a strong future that will support our customers, our partners and our stakeholders for years to come. Join us as we leverage technology, foster collaboration, and push the boundaries of what's possible in logistics and environmental protection.

Sean Pierce
Chief Executive Officer, LOGISTEC

OUR VISION

Be a global multi-purpose terminal operator and logistics service provider, driving solid results through safety, collaboration and excellence.

OUR MISSION

As a key partner in the global supply chain, our mission is to deliver smart and innovative cargo handling and logistics services, creating value for all stakeholders.





OUR VALUES



CUSTOMER FOCUS

Our deep industry insights and extensive experience ensure we are always ahead of the game. We believe in the power of collaboration and foster strong and lasting relationships that drive success.



INTEGRITY

At the heart of what we do is unwavering integrity, respect and strong governance. We take pride in being accountable for our services, ensuring we deliver without compromise.



INNOVATION

We harness our imagination and innovative mindset to create the most efficient solutions to any challenge.



RELIABILITY

As a reliable partner, we have the know-how, skills, resourcefulness, and capabilities to move cargo safely, giving you peace of mind.



PERFORMANCE

We are passionate about what we do. We thrive on teamwork and collaboration to achieve exceptional results for our customers and our people. We deliver the highest quality service with safety as our top priority.

OUR ESG PRIORITIES

1

Delivering responsibly is at the heart of how LOGISTEC is building a sustainable future for the next generation.

2

Handling our customers' goods safely and protecting our environment.

3

Attracting and developing the best talent, investing in our communities, and leading with the highest governance standards.

We have aligned our ESG metrics with four of the United Nations objectives



ATTRACT AND DEVELOP THE BEST TALENT

Continue to build an inclusive workplace that attracts, nurtures, and empowers the very best talent.



DO THINGS THE RIGHT WAY

Solid, efficient corporate governance will strengthen our reputation and earn the trust of our stakeholders to cultivate our long-term success.



SUSTAINABLY GROW THE VALUE OF OUR ORGANIZATION

Our people are fully accountable for our performance and are determined to deliver sustained, rewarding results.



SUPPORT OUR CUSTOMERS' RELIABLE AND SUSTAINABLE SUPPLY CHAINS

We are committed to finding innovative solutions to help our customers address supply chain challenges and thrive.

ENVIRONMENTAL

Reduce our environmental footprint

GHG emission Scope 1 **38,199 tCO₂** equivalent

Scope 2 **2,771 tCO₂** equivalent

GOVERNANCE

Have in place sound governance practices

9 complaints investigated through compliance program

36 compliance capsules created internally

93% overall employee cybersecurity training

SOCIAL

Offer a healthy, safe and rewarding working environment

LTIR **0.99**

TRIR **2.19**

Lost time **28**

17,543 training units

Net new hires **75**

Turnover among salaried employees **26.7%**

80.4% of our U.S. employees are minorities

86% men / **14%** women of which, **23%** are women in managerial positions

20% of executives are women

13% of the Board members are women

OUR ESG STRATEGY

We will continue to leverage the strength of our network to support resilient and sustainable supply chains and create new capacity, while driving continuous improvement through transparency, reporting and ESG-focused performance management.

Network Optimization

Expand Technology Infrastructure

- Implement advanced port terminal management systems to optimize cargo flows and eliminate bottlenecks, reducing vessel and truck idle times, GHG, and after air emissions
- Use AI for predictive maintenance and capacity planning

Enhance Connectivity

- Develop seamless connections with our vessel, rail, trucking and inland waterways partners to reduce road congestion
- Invest in on-dock rail facilities to enable direct ship-to-rail or truck transfers



Sustainable Operations, Reducing Emissions

Electrification and Alternative Fuels

- Transition to electric and hybrid cargo handling equipment and vehicles
- Explore alternative fuels for heavy-duty port vehicles

Energy Efficiency Measures

- Continue to implement LED lighting systems and solar panels in terminal facilities
- Optimize reefer container management to reduce energy consumption
- Analyze the energy efficiency of our infrastructure

Anti-Idling Initiatives

- Install truck appointment systems to reduce wait times and idling
- Partnering with port authorities to provide shore power connections for vessels at berth
- Develop and implement an anti-idling program across the network

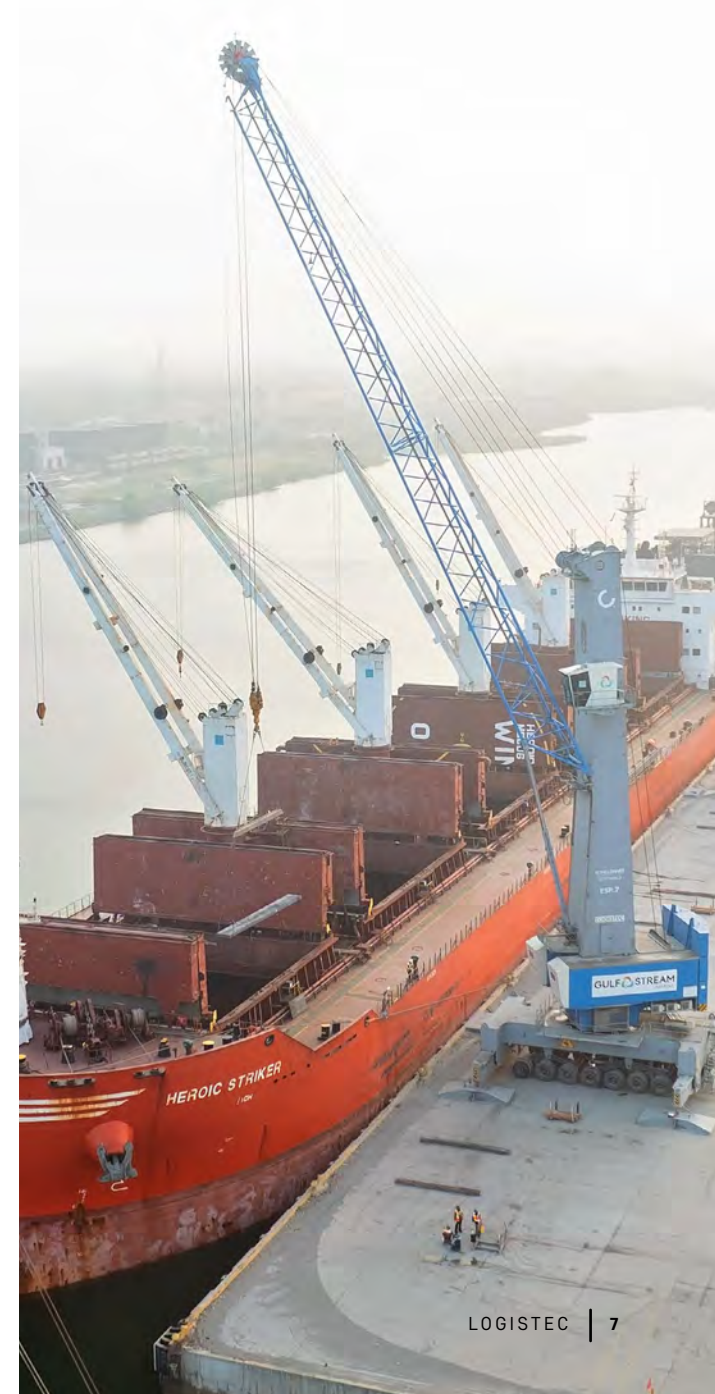
ESG Performance Management

Establish Comprehensive KPI Framework by

- Continuing to track environmental metrics including GHG emissions and energy consumption
- Monitoring social indicators such as safety incidents, employee satisfaction and community engagement
- Continuing to ensure that our policies, diversity and inclusion programs, and pay equity support an inclusive workplace

Data-Driven Decision Making

- Implement ESG data collection and analytics platform
- Conduct regular industry benchmarking and best practices



ENVIRONMENT

LOGISTEC's commitment to protecting the environment is reflected in our approach to reducing our marine carbon footprint and promoting sustainable practices across our network of terminals.

Decarbonization through Electrification

At our Cleveland terminal, we have taken significant steps towards electrification in collaboration with the Port Authority on an ambitious US EPA Clean Port initiative. This \$28.5 million dollar project will allow us to add one crane and 10 forklifts with electric alternatives, improving air quality, decreasing noise and vibrations in and around the port.

Green Marine Certification

We are deeply committed to the Green Marine certification program and our goal is to certify three additional terminals in 2025, steadily increasing our number of certified facilities each year. In 2024, LOGISTEC's Deception Bay terminal was the first terminal to be certified Green Marine in the Arctic. As an active member of Green Marine, we contribute to and benefit from industry-wide sustainability efforts. LOGISTEC's CEO, Sean Pierce, is a member of the Green Marine Board of Directors and is strongly supporting efforts to expand certification internationally.

Collaborative Decarbonization Efforts

Through partnerships with port authorities, we are investigating alternative energy sources as a replacement for fossil fuels. We want to implement cleaner diesel technologies to minimize emissions from existing equipment and invest in more efficient options, replacing older cargo handling equipment with newer, eco-friendly models.



Clean Transloading

Our clean transloading initiatives are designed to benefit the entire supply chain by optimizing the transloading of cargo between different modes of transportation. In our case, we move cargo to and from vessel, truck, rail, warehouses and barges, so we are targeting a reduction in overall emissions while also improving efficiency and electrifying our equipment when possible.

Reduce, Reuse, Recycle

As part of a circular economy, we encourage our people to find ways to reduce waste and to repurpose material or scrap where possible, decreasing the environmental impact of our operations.

SOCIAL

Protecting the health and safety of our people and partners is at the core of our business. Our Journey to Zero program has been instrumental in fostering a culture of safety, resulting in an industry-surpassing 60% reduction in Total Recordable Incident Rate (TRIR) over the past five years.

We have created a dedicated Health and Safety Committee that oversees company-wide training initiatives, including virtual and classroom sessions, and conducts regular network-wide site audits with actionable follow-ups, sharing best practices between terminals and teams.

We consulted our people and industry experts to define a clear accessibility program to ensure a safe and welcoming environment for everyone at LOGISTEC.

We engage with our communities by donating time, effort or money to local causes that make a difference, and our scholarship programs through educational institutions highlight our focus on providing opportunities for the next generation to embark on a fulfilling career in the logistics and supply chain industry.

Our goal is to create a workplace that prioritizes safety and inclusivity. We introduced a program for supervisors, managers, superintendents, safety personnel and directors, to focus on communications, awareness, respect and encouragement, to increase retention within their teams, which serves to foster long-term engagement and positively impact our communities.

- Total of 20 sessions in Canada and the US
- 327 participants completed the training
- Average of 17 participants per class
- In 2025 we plan to do 7-8 sessions



RISE Women's Resource Group

We contribute to create a world where women are resilient in the face of challenges, constantly inspired to reach new heights, supported in their journeys, and empowered to lead, innovate, and shape a brighter future. Together, we RISE to make this vision a reality for women. We focus on teambuilding, charity work and mentorship on and off our facilities.

Internal Emergency Fund

Following Hurricanes Helen and Milton in the US Gulf Coast, our people came together to support our colleagues who were impacted by the storms. LOGISTEC created the Internal Emergency Fund. Together, we raised \$10,000 and LOGISTEC matched this amount. We were able to distribute a total of \$20,000 to support our fellow colleagues.

GOVERNANCE

Our governance framework is built on the pillars of transparency, ethical conduct, and continuous improvement. We have implemented several initiatives to strengthen our corporate governance and foster a culture of innovation and employee engagement.

Officevibe

In 2024, we launched an interactive pulse survey program called Officevibe across our organization. This tool allows us to regularly measure employee engagement, providing valuable insights that help us create a more responsive and supportive work environment.

ConfidenceLine

Our commitment to ethical business practices is unwavering. We maintain a robust Code of Ethics and Business Conduct and provide a confidential ConfidenceLine service for our people to report concerns anonymously.

Compliance Capsules

As part of our compliance program, we ask our employees to review our corporate policies and sign a yearly compliance acknowledgment form. We also track participation in our Compliance Capsule series that covers 36 different topics in English and French, related to ethical business conduct and regulatory requirements.



Cybersecurity

Recognizing the growing importance of cybersecurity, we have made it a priority to train our people on how to address issues. We closely monitor the percentage of employees who complete our cybersecurity training, to ensure everyone is well-equipped to protect our digital assets and sensitive information.

Risk Management

Our risk management strategy is designed to identify and mitigate all potential risks to our organization. This approach helps us maintain operational excellence and protect our stakeholders' interests.

AWARDS & RECOGNITIONS



2024
People Development Award

2023
Best Specialist Dry Bulk
Terminal Award

2022
Excellence for Safety in
Bulk Handling



2024
Canada's Best Managed
Companies

2023
Canada's Best Managed
Companies



2023
Environment Award

2022
Terminal Operator of the Year

Award in Safety

2021
Terminal Operator of the Year

Award in Safety



2023
Executive Leadership Award
for Safety in Cargo Handling,
Signal Mutual

OUR 2025 FOCUS

To further our ESG goals, we are embarking on several critical projects in 2025.

- We will be conducting a comprehensive materiality assessment, which will help us identify and prioritize the most significant ESG issues. This assessment will guide our future sustainability efforts, ensure we are focusing on areas with the most impact, and realign with the UN Objectives.
- We are building on the ESG Key Performance Indicators (KPIs) from 2024 and establishing specific targets for new metrics. By quantifying our impact in concrete terms, we can demonstrate clear progress and motivate further action across our organization.
- Improving our environmental data quality is a key focus. Our 2025 objective is to enhance the reliability of our data and standardize our air emission reporting system across the network. This will provide a more accurate baseline for setting future reduction targets and tracking our progress, which is linked to future Green Marine Certification efforts.
- In 2025, we will implement comprehensive training programs to continue our efforts towards fostering a more inclusive workplace culture and ensuring all employees are respected and valued.

We are setting clear and measurable objectives and implementing targeted strategies to reach our sustainability goals. We are industry leaders in corporate responsibility, providing value to our customers and supply chain partners in support of a strong and sustainable global economy.



LOGISTEC

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