Dexterra Group

CARBON REDUCTION STRATEGY | 2026

TABLE OF CONTENTS

EXECUTIVE SUMMARY 3

PURPOSE & OBJECTIVE 3

ORGANIZATIONAL BOUNDARY AND CONSOLIDATION 4

GHG INVENTORY AND BASELINE 4

EMISSIONS REDUCTION TARGETS 5

REDUCTION STRATEGIES 5

- SCENARIO ANALYSIS 5
- Scope 1 Reduction Strategy 5
- Scope 2 Reduction Strategy 6
- Scope 3 Reduction Strategy 7

FUTURE STEPS & PROGRESS REPORTING 7

EXECUTIVE SUMMARY

This Carbon Reduction Strategy supports Dexterra's commitments under Canada's Net-Zero Challenge (NZC). It outlines the targets, reduction measures and reporting mechanisms that will guide the company's emissions reduction efforts. Dexterra has established interim and long-term targets: a 20% reduction in Scope 1 and Scope 2 emissions intensity by 2030 from a 2023 baseline; a 95% reduction by 2045 from the same baseline; and net-zero emissions across Scopes 1, 2 and 3 by 2050.

Dexterra's reduction strategies combine practical operational improvements, progressive capital planning and longer-term strategic investments.

For Scope 1, Dexterra is focused on reducing direct fuel use through policy improvements, fleet transition as economically available, future low-carbon fuel opportunities, and electrification, particularly in remote operations, where diesel remains a significant source of emissions.

For Scope 2, Dexterra will focus on reducing electricity use in offices and facilities, expanding energy management practices, exploring on-site renewable energy generation, and evaluating power purchase agreements (PPAs) and renewable energy certificates (RECs) as sources of clean electricity.

For Scope 3, Dexterra will focus on sustainable procurement and sourcing practices, supplier engagement, opportunities for waste reduction, collaboration with landlords and commercial property owners, and the potential use of offsets for remaining emissions, where appropriate.

This Strategy will continue to evolve as Dexterra reviews its climate scenario analysis, integrates newly acquired businesses into its GHG inventory, and refines its reduction measures as more data and commercially proven technologies become available. Dexterra will report progress against its emissions targets in its annual Sustainability Report and review and update its net-zero plan at least every five years, consistent with NZC requirements. This process will help integrate climate considerations into business and investment decisions while supporting Dexterra's broader objective of embedding sustainability in its operations and helping clients achieve their sustainability goals.

PURPOSE & OBJECTIVE

In late 2025, Dexterra committed to Canada's Net-Zero Challenge (NZC), advancing the integration of sustainability into operations and helping clients achieve their sustainability goals. As part of the NZC, Dexterra has committed to:

- Achieving net-zero emissions across Scopes 1 and 2 by 2050
- Including the most relevant Scope 3 Categories in our planning
- Reporting on our annual progress
- Reviewing and updating our Net-Zero plan at least every five years

This Carbon Reduction Strategy has been prepared to demonstrate compliance with the following NZC Comprehensive checklist requirements:

- Base year greenhouse gas (GHG) emissions inventory
- Publicly announced first interim target(s) for all appropriate Scopes

- Scopes 1 and 2 interim target(s)
- Scope 3 interim target for relevant categories

- Evidence of climate scenario analysis
- Evidence of reduction strategies
- Reporting on use of power purchase agreements (PPAs) and renewable energy certificates (RECs)
- Incorporation of Net-Zero planning and climate change targets into business and investment decisions

This Carbon Reduction Strategy is intended to supplement Dexterra's existing sustainability disclosures, including its annual Sustainability Report. The latest 2025 Sustainability Report can be found here. As Dexterra continues to evolve its sustainability disclosures, this Carbon Reduction Strategy may be integrated into its annual Sustainability Report moving forward.

ORGANIZATIONAL BOUNDARY AND CONSOLIDATION

This Strategy covers Dexterra's Canadian operations, including subsidiaries, divisions and joint ventures under its operational control.

Consistent with Dexterra's 2025 Sustainability Report, emissions from new acquisitions Pleasant Valley Corporation, Right Choice Camps & Catering, and CMI Management are excluded from the current inventory and this Strategy. Dexterra expects to incorporate the operations of Right Choice Camps & Catering and CMI Management in future emissions assessments and planning activities.

GHG INVENTORY AND BASELINE

Dexterra calculates its GHG emissions in accordance with the GHG Protocol, using the operational control method to prepare its GHG inventory and a market-based approach to calculate Scope 2 emissions.

Dexterra's baseline year is fiscal 2023 for Scope 1 and Scope 2 emissions and fiscal 2024 for the relevant Scope 3 categories.

The relevant Scope 3 categories are:

- Purchased Goods and Services
- Capital Goods
- Fuel and Energy-Related Activities
- Upstream Transportation and Distribution
- Waste
- Business Travel
- Upstream Leased Assets

GHG Inventory - Absolute

Scope	2023 (tCO_2e)	2024 (tCO_2e)
Scope 1	31,791	34,784
Scope 2 – Location-based	2,950	2,434

GHG Inventory – Intensity

Scope	2023 (tCO_2e/millions CAD)[1]	2024 (tCO_2e/millions CAD)
Scope 1	34	35
Scope 2 – Location-based	3	2

EMISSIONS REDUCTION TARGETS

As part of its NZC commitment, Dexterra has established the following GHG reduction targets:

Interim Target - 2030

- 20% reduction in Scope 1 intensity from a 2023 baseline
- 20% reduction in Scope 2 intensity from a 2023 baseline

Interim Target – 2045

- 95% reduction in Scope 1 intensity from a 2023 baseline
- 95% reduction in Scope 2 intensity from a 2023 baseline

Net-Zero – 2050

- 100% reduction in Scope 1 and Scope 2 emissions intensity from a 2023 baseline

REDUCTION STRATEGIES

SCENARIO ANALYSIS

Dexterra conducted a climate scenario analysis with support from a qualified third party. The analysis was completed in 2026. This analysis will inform the refinement of the Strategy's emissions reduction measures and their estimated reduction potential.

Scope 1 Reduction Strategy
Dexterra's baseline Scope 1 emissions were 31,791 tCO_2e in 2023. Most Scope 1 emissions result from fuel consumption in remote operations, where fossil fuels, particularly diesel, remain necessary to meet operational needs under challenging environmental conditions.

Near-term operational enhancements (2025–2030)

During this period, Dexterra will optimize existing assets and operational practices to reduce direct fuel and energy use while assessing clean technologies for potential future capital investment. Key actions include:

- Increasing energy efficiency across operations and facilities including automation of heating and cooling systems and replacing end-of-life equipment with energy-efficient alternatives.

[1] Intensity values calculated using revenue from FY2023 as stated in Dexterra's 2024 Annual Report

- Invest in tools like fleet management systems and promote policies and practices to improve overall fuel efficiency.
- Continue to shift power sourcing of workforce accommodations facilities from diesel powered generation to grid-connected where possible and economically feasible.
- Begin transitioning the mobile fleet, including vehicles, light-duty trucks, and off-highway vehicles, to zero-emission or low-emission models where economically feasible. A feasibility study conducted in 2025 assessed practical pathways to reduce fleet-related emissions.

Based on these actions, we estimate our Scope 1 intensity to reduce by approximately 20% by 2030[2].

Mid-term focus (2030-2035)

With foundational efficiencies in place, Dexterra will assess the economic feasibility of equipment upgrades and electrification to reduce emissions while maintaining reliable service delivery. Measures could include:

- Progressive transitioning the company fleet to zero-emission or low-emission vehicles where economically feasible.
- Exploring clean energy alternatives to replace diesel in remote operations. Dexterra is participating in the Low Carbon Business Action (LCBA) initiative to identify and assess potential solutions.

Long-term strategic investments (2035 and Beyond)

Beyond 2030, the focus will shift to long-term solutions that enable sustained reductions. Measures could include:

- Fully transitioning the company fleet to zero-emission or low-emission vehicles.
- Electrification of remote sites where feasible.
- Fully transitioning from diesel to natural gas, renewable fuels, or other low-carbon fuels.
- Using carbon offset credits for remaining hard-to-abate emissions.

Scope 2 Reduction Strategy

Dexterra's baseline Scope 2 emissions were 2,950 tCO_2e in 2023, representing the smallest share of its GHG inventory. Most Scope 2 emissions result from electricity used in corporate and field offices.

Key actions for Scope 2 reductions include:

- Introducing policies to reduce electricity use in offices as an immediate step toward a smaller energy footprint.

[2] Assumes at least a 30% reduction from 2024 mobile combustion from company fleet vehicles. 2023 and 2030 intensity values calculated using revenue from FY2023 as stated in Dexterra's 2024 Annual Report. Actual 2030 intensity values will be calculated using Dexterra's 2030 revenue and is subject to change.

- Replacing existing and end-of-life office equipment and lighting with energy-efficient appliances and light bulbs.
- Expanding existing energy management activities to include all corporate facilities to improve energy auditing and management and identify additional reduction and efficiency measures.
- Exploring on-site renewable energy generation for field or remote offices. Dexterra is participating in the LCBA initiative to identify and assess potential solutions.
- Using PPAs and RECs to source clean electricity.

Based on these actions, we estimate our Scope 2 intensity to reduce by approximately 20% by 2030[3].

Scope 3 Reduction Strategy

Dexterra's baseline Scope 3 emissions represent the largest share of its GHG inventory, a pattern common in the broader corporate environment. Of the relevant Scope 3 categories, Category 1, Purchased Goods and Services, accounts for approximately 70%, followed by Category 4, Upstream Transportation and Distribution, at approximately 12%. A large share of emissions in these categories is associated with purchasing food and equipment.

Because Dexterra first calculated its Scope 3 inventory in 2025, for fiscal year 2024, year-over-year trend data is not yet available.

Key actions for Scope 3 reductions include:

- Implementing a sustainable procurement program to better assess and audit emissions from individual suppliers and provide a basis for engaging suppliers to improve their emissions profiles.
- Advancing waste reduction programs and technologies to minimize waste, improve resource efficiency across operations, and promote circular economy practices.
- Working with landlords and commercial property owners to encourage additional emissions reduction measures in corporate offices.
- Using carbon offset credits for remaining emissions, such as business travel.

Given the current uncertainty associated with Scope 3 reduction measures and Dexterra's recently calculated baseline inventory, the company expects to continue to assess Scope 3 emissions calculations and further refine its reduction measures as more data and commercially proven technologies become available.

FUTURE STEPS & PROGRESS REPORTING

Dexterra discloses progress against its emissions targets in its annual Sustainability Report. The report is informed by leading sustainability disclosure frameworks, including the Task Force

[3] Assumes at least a 25% reduction across electricity and natural gas utility consumption in corporate and field offices. Intensity values calculated using revenue from FY2023 as stated in Dexterra's 2024 Annual Report. Actual 2030 intensity values will be calculated using Dexterra's 2030 revenue and is subject to change.

on Climate-related Financial Disclosures (TCFD), Global Reporting Initiative (GRI), and Sustainability Accounting Standards Board (SASB).

Dexterra continues to monitor evolving reporting standards and obligations, including the Canadian Sustainability Disclosure Standards (CSDS) and those of the International Sustainability Standards Board (ISSB), and may adopt additional frameworks as they become mandatory.

Dexterra recognizes that the path to net zero is continuous and iterative as some emissions reduction measures may rely on technologies that have not yet been proven economic at commercial scale. Net-zero planning also relies on assumptions within climate scenarios, requiring regular assessment of reduction effectiveness. Accordingly, and in line with the NZC program, Dexterra will report annually on its emissions reduction progress and review and update its net-zero plan at least every five years.