# Understanding our environmental footprint

In 2026, we completed our fifth Greenhouse Gas (GHG) assessment. We worked with a third-party expert to ensure we calculate our emissions using global industry standards, including World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), and in accordance with the GHG Protocol. Our study encompasses all locations, around the globe, where TrueBlue maintains operational control. This includes our branch locations and corporate operations around North America, and support centers in India, United Kingdom, Poland, and Australia.

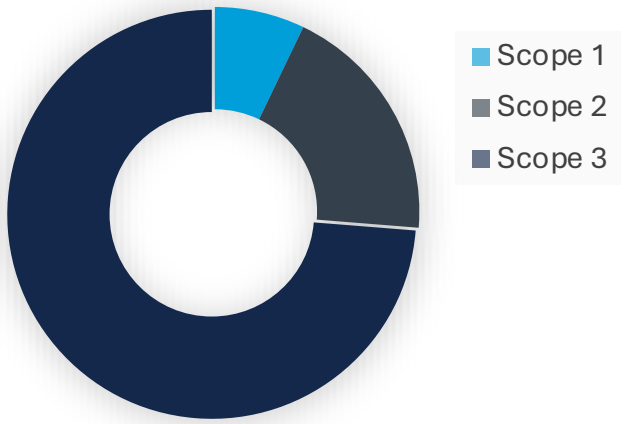
In 2025, TrueBlue further reduced our total footprint over 2024 by approximately 11% and with a slight increase per FTE of less than 3%. The reductions were driven consolidation of services, which led to reducing the number of physical branch locations. We did see a slight increase in business travel, which can largely be attributed to unavailable Fleet records being reclassified from Scope 1 to Scope 3. The increase in waste and the decrease in commuting are both largely reflections of a change in methodology.

In previous years, based on our assessment using the GHG Protocol's criterion of "influence" to identify and evaluate the relevance of Scope 3 activities, TrueBlue has determined that as a company we are unable to influence any potential emissions reduction that could be undertaken or influenced in our associate commuting. True Blue does not control or manage how, where, and how long associates commute to their jobs and is not in a position to influence their commute behavior. Additionally, due to significant variability, TrueBlue cannot meaningfully collect data to track emissions over time. Therefore, emissions estimated for associate commute under Scope 3, Category 7 will be excluded from our GHG inventory.

As we refine our environmental management and measurement program, we may make minor adjustments to previous years' numbers to comport with our updated process and improved data quality.

**Since 2022, TrueBlue has reduced its emissions by 41% or 15,372 mt$CO_2e$**

## 2025 GHG Emissions by Scope




## EMISSIONS BY SOURCE

| Source | Total mtC02e | |
|---|---|---|
| | 2025 | 2024 |
| Fleet[1] | 188 | 451 |
| Natural Gas | 1,375 | 1,461 |
| Electricity | 4,202 | 4,895 |
| Purchased Goods[2] | 4,477 | 5,824 |
| Waste[3] | 3,780 | 953 |
| WFH Energy* | 671 | 1,098 |
| Business Travel[1] | 2,153 | 1,674 |
| Business Travel (Air) | 1,420 | 1,880 |
| T&D Losses | 235 | 304 |
| Commuting* | 3,448 | 6,052 |

## EMISSIONS BY SCOPE

| | 2025 (MTC02) | 2024 (MTC02) | % Dif | Sources |
|---|---|---|---|---|
| Scope 1 | 1,563 | 1,912 | -18% | Direct Emissions: Company fleet; Natural Gas |
| Scope 2 | 4,202 | 4,895 | -14% | Purchased Electricity |
| Scope 3 | 16,184 | 17,785 | -9% | Purchased Goods & Svcs; Paper; Employee Commute & WFH Energy; Waste; Business Travel; T&D Losses |
| Total | 21,948 | 24,592 | -11% | *Location-based (Restated due to methodology)* |
| | 5.64 | 5.49 | 3% | Emissions per FTE |

We measured our total scope 1, 2, and 3 greenhouse gas emissions.

- Scope 1 represents our direct emissions from our small company fleet and company facilities under our operational control, including our global support centers, and branches.
- Scope 2 represents the electricity we purchase for the buildings under our operational control.
- Scope 3, which is our largest source of emissions, contributing to 74% of TrueBlue's footprint, includes purchased goods and services, such as office supplies, computers, and business services; waste, and electricity used by employees who work from home (WFH).

**Notes**

[1]N/A vehicle records (23 MT CO2e) reclassified from Scope 1 to Scope 3 Business Travel.
[2]Spend categories were remapped to NAICS codes at the line-item level using GL detail; prior year figures have been recalculated to reflect this methodology.
[3] Increase due to a change in methodology – reverted to estimates by FTE only.
* Decrease due to a change in methodology.