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TrueBlue Earns Prestigious Spot as One of the 2025 World's Most Ethical Companies®

Recognition by Ethisphere highlights TrueBlue's leadership in ethical business practices, compliance, and governance programs

TACOMA, Wash., March 12, 2025 /PRNewswire/ -- TrueBlue (NYSE: TBI), a leading provider of specialized workforce solutions, is pleased to announce that it has received the 2025 World's Most Ethical Companies® recognition by Ethisphere, a global leader in defining and advancing the standards of ethical business practices. This prestigious accolade underscores TrueBlue's unwavering commitment to maintaining the highest standards of integrity, transparency, and ethical conduct across its global operations.



"Ethical business practices aren't just core values at TrueBlue; they're competitive differentiators that strengthen our relationships with customers, employees, and the communities we serve," said Taryn Owen, President and CEO of TrueBlue. "We are honored to be recognized for our commitment to ethical leadership, which is a testament to the dedication and integrity of our entire team who strive every day to further our mission to connect people and work. This commitment doesn't just define who we are; it creates measurable value for our customers, shareholders, and every stakeholder who places their trust in our organization."

In 2025, honorees were recognized spanning 19 countries and 44 industries. The listed 2025 World's Most Ethical Companies® Honorees outperformed a comparable index of global companies by 7.8 percentage points from January 2020 to January 2025.

"Congratulations to TrueBlue for achieving recognition as one of the World's Most Ethical Companies®. Behind this honor is a true dedication and a commitment to advancing business integrity. This approach is good for business – employees and other stakeholders value companies that prioritize the kinds of practices we measure with our process," said Erica Salmon Byrne, Chief Strategy Officer and Executive Chair of Ethisphere.

The World's Most Ethical Companies assessment is grounded in Ethisphere's proprietary Ethics Quotient®, which requires companies to provide 240+ different proof points on practices that support robust ethics and compliance; governance; a culture of ethics; environmental and social impact; and initiatives that support a strong value chain. That data undergoes further qualitative analysis by a panel of experts who spend thousands of hours vetting and evaluating each year's group of applicants. This process serves as an operating

framework to capture and codify best-in-class ethics and compliance practices from organizations across industries and from around the world.

To view the full list of this year's honorees, please visit the World's Most Ethical Companies website, at worldsmostethicalcompanies.com/honorees.

About TrueBlue

TrueBlue (NYSE: TBI) is a leading provider of specialized workforce solutions that help clients achieve business growth and improve productivity. Its PeopleReady segment offers on-demand, industrial staffing; PeopleScout offers recruitment process outsourcing (RPO) and managed service provider (MSP) solutions to a wide variety of industries; PeopleManagement offers contingent, on-site industrial staffing and commercial driver services; and Healthcare Staffing Professionals offers long-term and permanent staffing solutions primarily focused on healthcare positions. Learn more at www.trueblue.com.

About Ethisphere

Ethisphere is the global leader in defining and advancing the standards of ethical business practices that strengthen corporate brands, build trust in the marketplace, and deliver business success. Companies turn ethics, compliance, and culture into a business advantage by leveraging Ethisphere's data-driven program and culture assessments featuring the latest guidance and the practices of hundreds of global organizations across the 8 pillars of an ethical culture, and 240+ ethics, compliance, social, and governance data points delivered through a proprietary software platform. Ethisphere also honors superior integrity programs through World's Most Ethical Companies® recognition, brings together a community of industry experts with the Business Ethics Leadership Alliance (BELA), and advances ethical business practices through the Global Ethics Summit, Ethisphere Magazine and the Ethicast podcast. For more information, visit <https://ethisphere.com>.

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