



2025

SUSTAINABILITY REPORT





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Letter from Our CEO

I am pleased to introduce our 2025 Sustainability Report, which highlights STG Logistics' continued commitment to responsible business practices and our role in advancing sustainability, employee well-being, and strong governance. At STG Logistics, we are deeply committed to the belief that sustainable business practices are good for both operations and for the environment. By aligning our growth with practices that benefit our neighborhoods, the environment, communities, and society, we are building a stronger, more resilient company for the long term - a company that can navigate and succeed in an inherently disruptive world.

In 2025, we focused on deepening the commitments we established between 2022 and 2024, turning intention into action and action into measurable progress. Sustainability is embedded in our operations, and this year we continued to make meaningful strides in reducing our environmental impact while improving efficiency across our network. We enhanced freight efficiency by optimizing routes and reducing empty miles, leading to fewer emissions and better resource utilization.

We continued to advance facility efficiency through strategic consolidations and continued fleet electrification efforts. As a leader in intermodal logistics, we remain focused on shifting freight from road to rail - delivering both environmental benefits and operational advantages for our customers.

Three areas of our business have helped us cement our status as a leader in the logistics industry: (1.) Our Green Haul program, an initiative designed to reduce emissions by making smarter use of existing freight networks, (2.) our cold food storage warehousing program, which is a defining strength of STG Logistics because of its relationship-driven approach and individualized solutions for customers, and (3.) our intermodal service, which directly results in carbon emissions savings.

Our people remain at the heart of everything we do. Building on prior investments, we strengthened our workplace culture. Platforms like UKG and STG Connect and committed time for wellness education have helped foster greater collaboration, engagement, and further developed our people-first culture. These efforts reflect

our belief that investing in our workforce drives better outcomes for our business and the customers we serve.

We also continued to reinforce the governance structures that support responsible growth. In 2025, we built upon the foundation established in prior years by further advancing our ESG and Safety Board Committee and strengthening our approach to business ethics, risk management, and cybersecurity. These efforts ensure we are operating with transparency, accountability, and resilience in an increasingly complex and dynamic environment.

We are proud of the progress we have made and consider sustainability an ongoing commitment. The momentum we have built over the past several years positions us to continue integrating sustainability into every aspect of our business, creating long-term value for our employees, customers, and stakeholders. We strive to embody these principles, and we will continue to grow responsibly and lead the industry into the future.



Geoff Anderman, CEO

About **STG Logistics**

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At STG Logistics, we believe the role of a logistics provider in today’s environment extends far beyond moving freight from point A to point B. It is about helping organizations embrace complexity, identify opportunities, and build supply chains that can withstand policy swings and economic headwinds. That requires marrying compliance expertise with scenario planning, combining scale with agility, and – most importantly – maintaining a commitment to keeping goods in motion no matter the climate.”

Geoff Anderman | CEO

”



Who We **Are**

STG Logistics is the largest fully integrated port-to-door service provider in the United States, offering a comprehensive suite of logistics solutions across North America.

Our services include Intermodal, Drayage, Deferred Less Than Truckload (LTL), Container Deconsolidation, Reconsolidation, Transloading, Warehousing, Over-The-Road Solutions, Outsourced Transportation, and Final Mile services. All our services are designed to deliver unmatched efficiency and industry-leading performance.

At STG, we know our people drive our success. We empower our teams with cutting-edge technology, real-time visibility, advanced inventory management tools, and state-of-the-art equipment - both in our warehouses and our offices. By combining our team's expertise with the best-in-class capabilities, we provide solutions that set the industry standard and position STG as an undisputed logistics leader.



What We **Do**

With an expansive coast-to-coast network, STG Logistics delivers seamless, fully integrated supply chain solutions, ensuring efficient cargo movement across North America.

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One of the key advantages STG brings to customers is nationwide reach paired with multi-modal flexibility. Shippers can move freight through multiple ports, regions, and transportation modes without stitching together a patchwork of providers. This ability to pivot, whether from West Coast to East Coast, from ocean to domestic, or across transportation modes—gives customers resilience in an unpredictable market.

Troy Barton | VP, Transload Solutions

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Our Service Portfolio:

CFS & Transloading • Contract Logistics • Drayage • Intermodal • LTL • OTR

STG’s Comprehensive Services



WAREHOUSING:

STG Logistics procures, operates, staffs, and manages warehouses across the United States, offering our clients flexible, scalable, and cost-efficient solutions.



DRAYAGE & INTERMODAL SERVICES:

As one of North America’s largest intermodal networks, STG Logistics contracts with 2,500+ independent owner-operators and utilizes 15,000+ 53’ domestic containers to provide seamless container movement from ports and railroads for steamship lines, cargo owners, and freight forwarders.



CARGO HANDLING:

With extensive CFS operations expertise, including planning, receiving, segregating, repalletizing, and shipping, STG Logistics operates over 70 facilities nationwide, supporting seamless import air and ocean cargo operations with capabilities for on-demand or scheduled cargo handling.



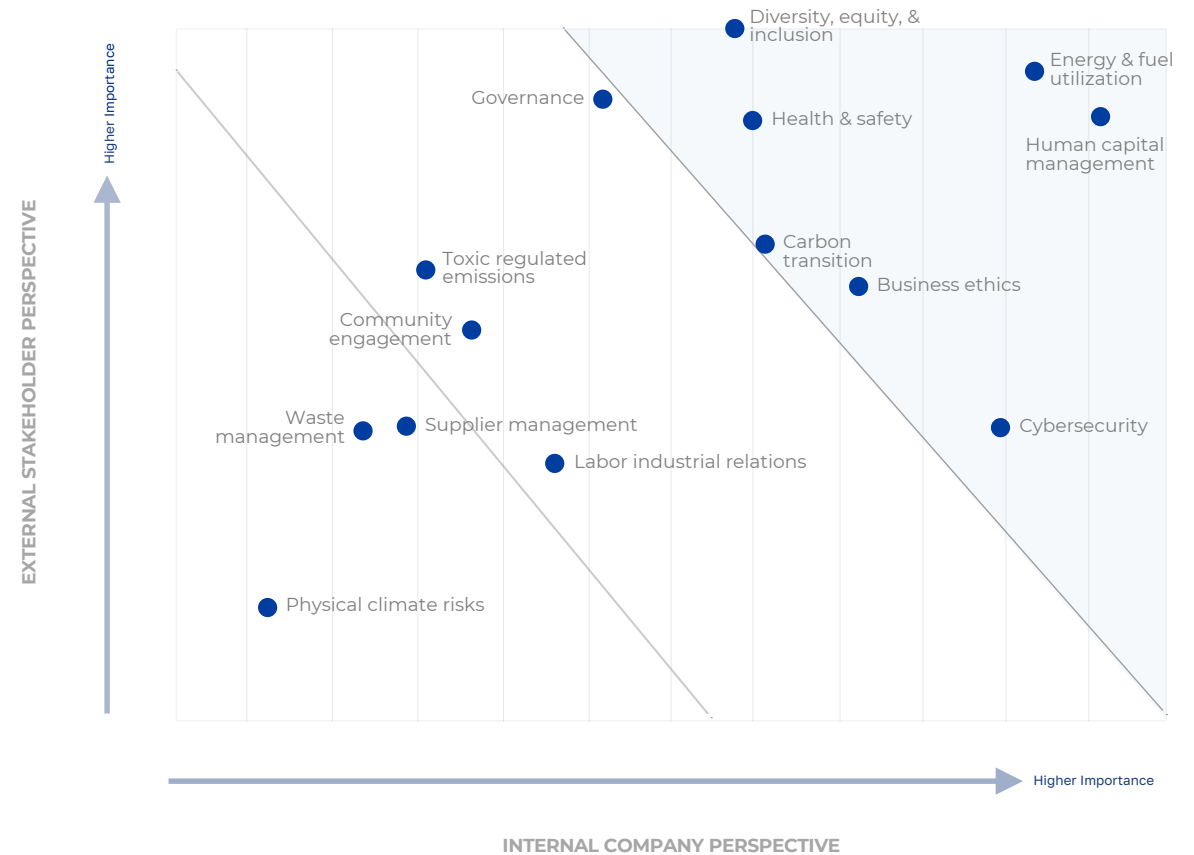
TECHNOLOGY INTEGRATION:

STG Logistics’ advanced platforms provide real-time cargo visibility, efficient inventory management, and reduced operational costs, seamlessly integrating with ERP, e-commerce, inventory, and warehouse management systems through best-in-class cloud solutions.

Our Approach to Sustainability

At STG Logistics, we realize the business value of integrating sustainability into our operations.

For us, sustainability isn't just an initiative - it's a core part of our operations and growth. Over the last few years, we have taken deliberate steps to identify opportunities that elevate both our business practices and our commitment to sustainability. In 2025, we refined or eliminated practices that weren't working and more deeply committed to those that did. Our direction continues to be guided by the results of our 2023 materiality assessment, which we conducted to identify the topics most critical to our stakeholders and building long-term business value. The top seven material issues identified were business ethics, carbon transition, cybersecurity, diversity, equity and inclusion (DEI), energy and fuel utilization, health and safety, and human capital management. We reinforced these priorities in 2025 to help us continue to make a meaningful impact in our industry.



Stakeholder **Engagement**

At STG Logistics, we actively engage with internal and external stakeholders to drive our business and sustainability objectives.

Through a variety of strategies and platforms, we ensure that our stakeholder expectations and priorities are identified, understood, and integrated into our business strategy.



ENGAGEMENT MECHANISMS

Engagement Mechanisms



Customers

- Customer calls
- Customer-specific questionnaires
- EcoVadis
- Supplier Assurance
- Monthly newsletter
- Quarterly Business Reviews (QBRs)



Employees

- Internal outreach regarding benefits communications and training calendars. Outreach includes webinars, postings and additional departmental support.
- 2025 Webinar topics included Lyra, Rocketlawyer, NFP, Principal and Environmental Stewardship.
- Workswell space dedicated to wellness and engagement activities.
- Monthly STG facility spotlights
- Executive Townhalls



Investors

- Corporate sustainability public disclosures
- Presentation of safety performance KPIs to the Board of Directors, including representatives from STG's private equity investors.



Community

- Corporate -sustainability report
- Truckers Against Trafficking
- Intermodal Interchange Executive Committee, IANA (Mark Darling, Senior Vice President, STG)



Leadership

- Executive participation in ESG discussions at industry conferences
- Quarterly board meetings
- Monthly health and safety board meetings



Industry

- Memberships in:*
- Transportation Intermediaries Association
 - Commercial Vehicle Safety Alliance
 - Association of Bi-State Carriers



Regulators

- Attend presentations by the Federal Motor Carrier Safety Administration
- Voting member on the CVSA Vehicle Committee
- Member of IANA's Safety Committee

Environmental Stewardship

At STG Logistics, our business model is designed to help customers minimize their environmental impact by providing eco-efficient freight solutions.

Across our own operations, we have implemented key initiatives aimed at optimizing energy and fuel utilization to reduce our environmental footprint. We recognize the importance of accelerating carbon transition efforts and remain committed to strategic decision-making that supports a sustainable future.

OVERSIGHT AND GOVERNANCE

Guided by our Environmental Policy and Procedures, we aim to minimize the environmental impact of our operations and promote sustainable transportation and storage practices. Our Environmental Policy and Procedures apply to all facilities owned and/or operated by STG Logistics, covering areas such as transportation, warehousing, and waste management.



2025 HIGHLIGHT: GREEN HAUL

Driving Sustainable Freight Through Network Efficiency

In 2025, STG Logistics advanced its commitment to sustainable supply chain solutions through its Green Haul program, an initiative designed to reduce emissions by making smarter use of existing freight networks.

In its first full year, the program eliminated more than 2,000 metric tons of carbon dioxide emissions by optimizing container movements across STG’s intermodal network.

Launched in 2024 in response to growing customer demand for environmentally responsible logistics solutions, Green Haul focuses on reducing empty miles—the repositioning of containers without freight—by aligning customer shipments with return moves already occurring within the network. By better matching freight with existing container flows, STG successfully moved more than 11,200 Green Haul loads in 2025 across its four largest

customers, improving freight utilization while lowering fuel consumption.

Importantly, the program achieves these results without requiring new equipment or operational disruptions. Instead, emissions reductions come primarily from minimizing empty repositioning trips for 53-foot intermodal containers. Even when empty, these containers weigh roughly 9,000 to 10,000 pounds, meaning repositioning them still consumes significant fuel. By strategically coordinating return loads, STG reduces unnecessary travel and captures environmental benefits as a natural outcome of operational efficiency.



ELIMINATED
>2,000

metric tons carbon dioxide emissions

11,200

Green Haul loads in 2025



2025 HIGHLIGHT: GREEN HAUL

The environmental impact of Green Haul in its first year is substantial. The program’s emissions reductions are equivalent to removing approximately 430 passenger vehicles from the road for an entire year. In addition, the initiative helped save an estimated 220,000–230,000 gallons of diesel fuel—equivalent to avoiding the burning of roughly 4,600 barrels of oil.

Green Haul demonstrates how logistics innovation can simultaneously drive environmental progress and operational performance. As STG’s network continues to expand, the company is scaling this model to deliver measurable sustainability outcomes while supporting customers with reliable, efficient freight solutions.

The program’s emissions reductions are equivalent to removing approximately 430 passenger vehicles from the road for an entire year.

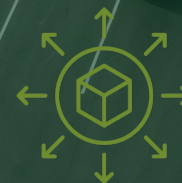
Green Haul demonstrates how logistics innovation can simultaneously drive environmental progress and operational performance.



STG'S EMISSIONS
REDUCTIONS SAVED

**220,000-
230,000**

Gallons of diesel fuel



GREEN HAUL:

2025 Top Supply Chain Project

STG Logistics' Green Haul Solution was recognized as a 2025 Top Supply Chain Project by Supply & Demand Chain Executive and Food Logistics, which highlights innovative initiatives that improve and streamline supply chain operations.

ADDITIONAL HIGHLIGHTS FOR 2025

Continued our commitment to enhancing freight efficiency by reducing empty miles and increasing the use of lower-emission transport methods.

Continued fleet electrification efforts, integrating cleaner energy solutions into our logistics network.

We Strive to:

- Comply with all applicable environmental laws and regulations related to logistics operations.
- Reduce our carbon footprint by promoting environmentally friendly transportation methods, such as electric vehicles, rail, and sea freight.
- Minimize our use of packaging materials and encourage the use of recyclable and biodegradable packaging.
- Ensure that all waste generated during our logistics operations is properly handled and disposed of in an environmentally responsible manner.
- Engage in the continuous improvement of our environmental performance by regularly monitoring and evaluating our logistics operations.



Delivering **Certainty**

At STG Logistics, we provide one of North America's largest and most efficient intermodal networks, offering cargo owners and logistics companies a cost-effective and environmentally responsible alternative to traditional over-the-road (OTR) transportation.

Rail transport is not only more economical for long-haul freight but also reduces regulatory delays and enhances supply chain reliability.

Every time STG Logistics shifts a shipment from OTR to rail, it results in fewer emissions and a smaller environmental footprint. In 2025, we continued our use of rail transport, helping to reduce GHG emissions compared to truck-only alternatives.

In 2025, intermodal also provided confidence in a market that often felt unpredictable. At STG, when we move shipments to rail, we also provide reliable execution, simplified end-to-end solutions, better ETA accuracy and a smarter network design that can flex as conditions change.



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As the North American freight market evolves in 2026 and beyond, regulatory developments, labor dynamics, rail network evolution, and global trade shifts are all influencing how shippers plan their supply chains. In this environment, intermodal transportation continues to emerge as a critical solution—not just for cost savings, but for reliability, scalability, and resilience.

Vince Paperiello

EVP & Group President, Transportation

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Optimizing **STG Operations**

In 2025, we continued our commitment to the changes we made in 2024 that help reduce our environmental impact.

AT THE WAREHOUSE

At STG Logistics, we prioritize tracking and minimizing GHG emissions at our warehouse facilities. To do so, we actively seek low- or no-emissions vehicles and equipment whenever possible. In addition, we have implemented energy-saving measures at various warehouse locations. Notable examples include the installation of high efficiency LED lighting with motion detectors. We also continued our Electric Yard Truck Initiative in 2025. Currently, electric yard trucks operate at seven different facilities, helping to move cargo and trailers efficiently while significantly lowering STG's carbon footprint. By investing in sustainable fleet solutions, STG is actively reducing emissions and improving energy efficiency within our warehouse operations. In two California warehouse facilities, we have implemented a pallet repair initiative to extend the lifespan of pallets. This effort reduces waste, minimizes the need for new pallet purchases, and supports a more circular and sustainable supply chain.

In 2023, we introduced the Smash My Trash program, which utilizes mobile dumpster compactors operated by a third-party vendor to compress and compact waste at STG warehouse facilities. This program continues to streamline waste management, reduce the number of truckloads required for disposal, and lowers GHG emissions. Since its implementation, STG Logistics has saved over \$3,347 per month—more than \$40,000 annually—representing approximately 19.3% in waste management cost savings.



Optimizing **STG Operations**

IN THE OFFICE

We continued to reduce our carbon footprint and maintained our remote and/or hybrid work model for roles where onsite presence is not required. Since implementing this model, we have reduced employee commuting, which decreases the number of cars on the road and their associated GHG emissions. We have also minimized resource consumption associated with our previously dedicated office space. To support sustainability with ongoing operations, our office supplies provider tracks our carbon emissions reductions from each order. Only a preapproved list of items may be added to an order, and each selection is made with consideration for its environmental impact.

ON THE ROAD

Our transition to company employed drivers in select markets has enabled STG to deploy brand-new trucks with improved fuel economy and lower emissions. Initially introduced in New Jersey in March 2023, this effort replaces independent contractors with employee-driven vehicles that feature enhanced fuel efficiency and modern emissions-reduction technologies. The program will expand to two additional states in the coming years, further contributing to our sustainability goals.

STG's Tire Bank Program

We continue our Tire Bank Program, launched in 2022, in partnership with TM Tires to extend the lifespan of tires through recycling and retreading. In 2024, the program expanded to include STM, a new recycling and retreading partner. Currently active in Chicago, Savannah, Atlanta, and Charleston, the initiative has successfully retreaded approximately 2,500 tires and recycled over 5,000 non-recappable tires. By prioritizing tire reuse and responsible disposal, STG Logistics reduces waste, lowers costs, and supports a more sustainable supply chain.

Truckers Against Trafficking

STG Logistics is proud to support Truckers Against Trafficking (TAT), a nonprofit organization dedicated to combating human trafficking within the transportation industry.

As part of this commitment, STG helps raise awareness among drivers and employees by promoting TAT training and education programs that equip frontline transportation professionals with the tools to recognize and report suspected trafficking. By leveraging its nationwide network and position within the logistics sector, STG contributes to a broader industry effort to disrupt trafficking networks and protect vulnerable individuals. This partnership reflects STG's commitment to responsible business practices and using its platform to drive meaningful social impact beyond the supply chain.



Taking Care of **Our People**

At STG Logistics, our core values - People First, Authenticity, Integrity, and Passion - shape our corporate culture and drive our commitment to our employees.

We prioritize investing in our team and supporting them both personally and professionally while maintaining a safe work environment. Engaging our employees remains central to our approach, with team feedback guiding our efforts for continuous improvement. At the same time, we cultivate a workplace that encourages transparency and proactive problem-solving, reinforcing our commitment to safety and well-being.

HUMAN CAPITAL MANAGEMENT INITIATIVES

At STG Logistics, we are committed to fostering a culture of continuous learning and professional growth, ensuring our employees have the tools and knowledge to succeed. Our comprehensive training and development program supports both new hires and existing employees, equipping them with the skills needed to achieve their professional goals and advance within the company. On average, each employee completed 7.5 courses throughout the year and a total of over 9,500 courses in 2025. Through our Training Yard platform, employees

have access to 800+ courses, including job specific training, leadership development, compliance programs, and well-being initiatives.

Beyond mandatory compliance courses such as anti-harassment, business ethics, and cybersecurity training, employees engaged in top-ranked courses such as Distribution Customer Service, DOT Training, and Process Optimization. Additionally, STG offers job-specific curriculums for entry-level positions and tailored content for industry professionals. Managers can also assign remediation training as part of performance improvement plans. To further support employee development, our training calendar includes monthly thematic sessions aligned with company initiatives and national awareness campaigns, including mental health awareness month and breast cancer awareness month. By prioritizing both technical expertise and personal growth, STG Logistics remains dedicated to building a highly skilled, healthy, and engaged workforce.



Employee Well-Being

Our commitment to employees' well-being is reflected in our efforts to cultivate a workplace culture that extends beyond the traditional work environment. Through various initiatives and programs, we prioritize physical, mental, and emotional wellness, creating a more fulfilling and supportive experience. In 2025, we continued to enhance our compensation and benefits plans. Our focus remains on inclusive coverage and meaningful support, reinforcing our commitment to providing a workplace where all employees can thrive.



BENEFITS

To promote health and well-being among our employees, we offer a competitive benefits package.

- HEALTHCARE BENEFITS:**
We aim to help remove financial barriers that prevent employees from seeking care by offering free medical plans to all eligible full-time employees. To further support their well-being, we also contribute annually to employee health savings accounts (HSAs) to help cover out-of-pocket expenses.
- PREGNANCY CARE LEAVE (PCL) POLICY:**
Our PCL policy is designed to adjust an employee's work life to their pregnancy with a range of accommodations, including a paid time off (PTO) bank of up to 80 hours to be used for health and wellness purposes during pregnancy, in preparation for the birth of a child, or following the loss of pregnancy to help employees recover physically and emotionally.
- INCLUSIVE BEREAVEMENT SUPPORT:**
We have redefined our bereavement leave policy to be more inclusive, recognizing a broader definition of family. Employees also have access to dedicated support services, including grief counseling, emotional assistance, and funeral planning resources.
- ENHANCED PTO POLICIES:**
In response to employee feedback, STG Logistics introduced a PTO rollover policy in 2023, allowing employees to carry over unused time up to a set limit. This change replaces the previous "use it or lose it" model, providing more flexibility in managing time off.

Employee Well-Being



- **FINANCIAL AND LEGAL WELL-BEING:**

Employees continue to benefit from retirement plans through Principal, legal assistance, and confidential resources, ensuring they have the support they need to navigate personal and financial challenges with confidence. As part of this commitment, STG Logistics offers free legal and financial well-being webinars through partnerships with organizations such as Rocket Lawyer and Prudential. These sessions cover essential topics, including life and disability insurance, retirement preparation, and Medicare guidance for employees nearing retirement age, helping employees make informed financial decisions for their future.

- **LYRA HEALTH:**

STG Logistics has a mental health benefit through Lyra Health, which gives employees free access to coaching and therapy sessions. This initiative gives employees confidential, high-quality mental health support when they need it, helping them navigate challenges both in and outside of work.

- **RxMANAGE PROGRAM:**

In 2025, STG transitioned from RxProtect to RXManage. This program offers STG employees cost savings and convenient home delivery of medications and automatic refills, ensuring an uninterrupted supply of medication year-round.

- **RIGHTWAY CARE NAVIGATION:**

STG Logistics utilizes Rightway’s care navigation solution, providing employees with a single platform to access benefits information, and in-network doctors, and connect with a dedicated health guide for personalized support. This concierge-style service helps employees navigate medical bills, schedule appointments, and make informed healthcare decisions—all with the assistance of a real person, not artificial intelligence (AI). Enrollment is automatic, ensuring every employee has access to expert guidance to simplify their healthcare journey and lower costs.

In 2025, We Continued our Commitment to:

DIVERSITY, EQUITY, AND INCLUSION

Our People First value guides our DEI strategy. We are committed to fostering an environment where every employee feels valued, supported, and empowered to bring their authentic self to work. This means cultivating a workplace that is free from discrimination and actively promotes personal growth and success. In 2025, our employees continued to invest time in training programs focused on preventing harassment and discrimination, underscoring our companywide commitment to fostering an inclusive and respectful work environment. We continue to expand inclusivity across our policies and benefits, providing greater accessibility for all employees. Our family planning and fertility benefits are gender inclusive, and our benefits package includes coverage for same-sex partners. In addition, employees also have the flexibility to observe a diversity holiday, allowing them to celebrate a day that is personally meaningful to their cultural or religious identity.

In 2025, we continued building out our supplier diversity program, extending our approach to diversity within the supply chain.

HEALTH AND SAFETY

At STG Logistics, we are steadfast in our “Safe Today, Home Tonight” approach, making health and safety a priority across all operations. We continuously strengthen our safety culture, keeping employee well-being at the forefront and integrating safety into every aspect of our work. We also believe that every single employee - from payroll to employees in our warehouses - plays a vital role in the safety of our organization.



These numbers are exciting because they show diversity in action - not just in one area, but across every layer of our workforce. From frontline teams to leadership, we're seeing real representation, and that fuels stronger ideas, better decisions, and a more dynamic company."

Heidi McKenna
SVP, People



Keep Each Other **Safe**

Safety is at the core of every decision we make at STG Logistics. Our health and safety program follows industry best practices and relies on cooperation between employees and leadership to prevent injuries and illnesses.

Our guiding message is: “Keep Each Other Safe.” We empower employees to hold one another accountable for safe behaviors and report unsafe conditions immediately. Our commitment is reinforced through executive town halls and weekly transportation safety calls with approximately 100 safety and operations leaders. These calls provide a platform for discussing best practices, reviewing incidents, and promoting continuous improvement.

SAFETY MANAGEMENT SYSTEM PERSONNEL:

STG Logistics upholds the highest safety standards through robust systems and processes, overseen by dedicated safety professionals. Regional safety managers provide field training and conduct system audits, while each operating location has an on-site safety specialist focused on local oversight. Our internally audited health and safety system applies to 100% of employees, as well as nonemployee workers operating within our facilities.

EMERGENCY RESPONSE PROTOCOLS:

When health and safety incidents occur, our established emergency response plan is activated. These contingency plans account for various scenarios, including inclement weather. Facilities are equipped with automated external defibrillators (AEDs), and trained first responders are prepared to act swiftly in emergencies.

Our proactive approach to health and safety continues to deliver measurable improvements.

.93 TOTAL RECORDABLE INCIDENT RATE (TRIR)

In 2025, STG's total recordable incident rate (TRIR) was .93, reflecting a sustained commitment to reducing workplace incidents.

Keep Each Other **Safe**

INJURY AND ILLNESS PREVENTION PROGRAM:

Our comprehensive program includes safety training, communication, claims management, and structured support. Occupational health services are available to employees in the event of a workplace injury, with coordination for medical care and transportation. The return-to-work program helps employees transition back to their roles safely once medically cleared.

SAFETY TRAINING

Every STG Logistics employee participates in general and/or job-specific safety training, with monthly sessions designed to meet both annual regulatory and job-specific requirements. Training varies by role and may involve in-depth testing and job observation before employees begin working independently.

PREVENTATIVE MEASURES

Our proactive approach goes beyond federal requirements, incorporating thorough vehicle inspections for our

owned fleet and regular hazard assessments. Safety committees and monthly safety meetings play a key role in identifying potential risks early, reinforcing our commitment to maintaining a safe work environment.

SAFETY IN HIRING AND ONBOARDING

Building a strong safety culture starts with having the right team in place. All new commercial vehicle operators must have at least one year of industry experience, with most also holding a hazardous material endorsement and a Transportation Worker Identification Credential. New employees are also introduced to safety protocols through our SafeStart program, which provides a structured day-one checklist covering safety awareness, procedures, and required documentation.

In 2025 we continued the expansion of our safety incidents tracking effort and employee-driver model in select freight markets. This shift allows us to deploy

new vehicles equipped with enhanced safety features, including crash avoidance technology, outward-facing drive cameras, and lane departure warnings. Over the next three years, we plan to expand this model to additional locations.



Celebrating Excellence

2025 WOMEN IN SUPPLY CHAIN AWARDS

In 2025, two STG Logistics leaders were recognized with Women in Supply Chain Awards, which celebrate female supply chain professionals whose leadership, mentorship and achievements advance women across the industry.

TRAILBLAZERS AWARD

Senior Director, Operations **Summer Weinberg** received the *Workforce Innovator Award* for her 15 years of leadership driving system enhancements and national compliance initiatives while serving as a key liaison between operations and IT. Her career progression across air freight, warehousing and compliance reflects a long-standing commitment to operational excellence and innovation.



Summer Weinberg
Sr. Director, Operations

WORKFORCE INNOVATOR AWARD

Senior Regional Vice President, Operations **Megan Williams** earned the *Trailblazer Award* for her expanding leadership since joining STG in 2021. She now oversees 11 Intermodal and Drayage terminals along with driver recruiting, vendor relations and procurement. Williams has played a critical role in strengthening operations while prioritizing driver support and operational efficiency. The awards, presented by Food Logistics and Supply & Demand Chain Executive, highlight women who are shaping the future of the supply chain industry through people-first leadership and innovation.



Megan Williams
Sr Regional VP,
Operations



Darcy Denton
VP, National Client Solutions

EXTRA MILE AWARD

Darcy Denton, Vice President of National Client Solutions exemplified STG's commitment to excellence by earning Lowe's prestigious 2025 Logistics Extra Mile Award. This recognition highlights partners who consistently exceed expectations across supply chain, transportation, and delivery operations, demonstrating exceptional service and dedication. Darcy's achievement reflects not only individual leadership and initiative, but also the strength of STG's broader culture—where team members are empowered to go above and beyond in delivering value to our customers.

Celebrating Excellence

2025 ROCK STARS OF THE SUPPLY CHAIN

Food Logistics named two STG Logistics leaders to its 2025 Rock Stars of the Supply Chain Awards, recognizing professionals whose work has helped shape the global cold food supply chain.

Paul Janosko, STG's Vice President of Chilled Distribution, received a Top Warehousing Leader award for his oversight of the company's food facilities, food safety programs and FDA-related operations. Throughout his tenure, Janosko has strengthened customer relationships, secured long-term agreements that support company growth and launched an employee recognition program that has boosted morale and engagement. Becki Telesca, Operations Manager for Chilled Distribution, earned a Leaders in Excellence award for her leadership managing STG's raw materials facility and coordinating customer and regulatory site visits. Under her management, the department continued to expand following the COVID-19 pandemic despite ongoing industry uncertainty. The recognition highlights STG's continued leadership in temperature-controlled logistics and its commitment to maintaining the integrity of cold chain products.



Paul Janosko
VP, Chilled Distribution



Becki Telesca
Contract Logistics
Operations Manager





60+

bonded CFS stations
across North America

19

directly owned and
operated by STG

Bonded **Warehouses**

In today's supply chain, speed and reliability are no longer optional – they're required. Shippers face constant pressure to move goods fast, prevent delays, and stay compliant with complex regulations. Bonded warehouses, though often overlooked, are a key tool in meeting these demands.

At STG Logistics, bonded facilities are a core part of our business—not just an added service. They play a critical role in how we help importers cut costs, simplify customs clearance, and build more reliable supply chains.

WHAT IS A BONDED FACILITY – AND WHY DOES IT MATTER?

A bonded warehouse functions as an extension of U.S. Customs, offering shippers greater control and efficiency. With a bonded Container Freight Station (CFS), cargo can clear customs directly at the facility. This helps avoid terminal demurrage fees, minimizes delays, and turns customs clearance into a streamlined, strategic advantage.

Bonded Warehouses

Scale and Reach That Matter

STG is a network of more than 60+ bonded CFS stations across North America, with 19 directly owned and operated by STG. This hybrid model ensures both reach and reliability, while providing customers a consistent standard of service nationwide.

TECHNOLOGY AS THE DIFFERENTIATOR

Global trade is evolving, and so are bonded facilities. STG Logistics sits at the forefront of the U.S. Customs technology integration, leveraging [API and EDI connections](#) that deliver real-time cargo updates. We're also pioneering the use of AI-driven processing, RFID, and barcode tracking to improve visibility and accelerate clearances.

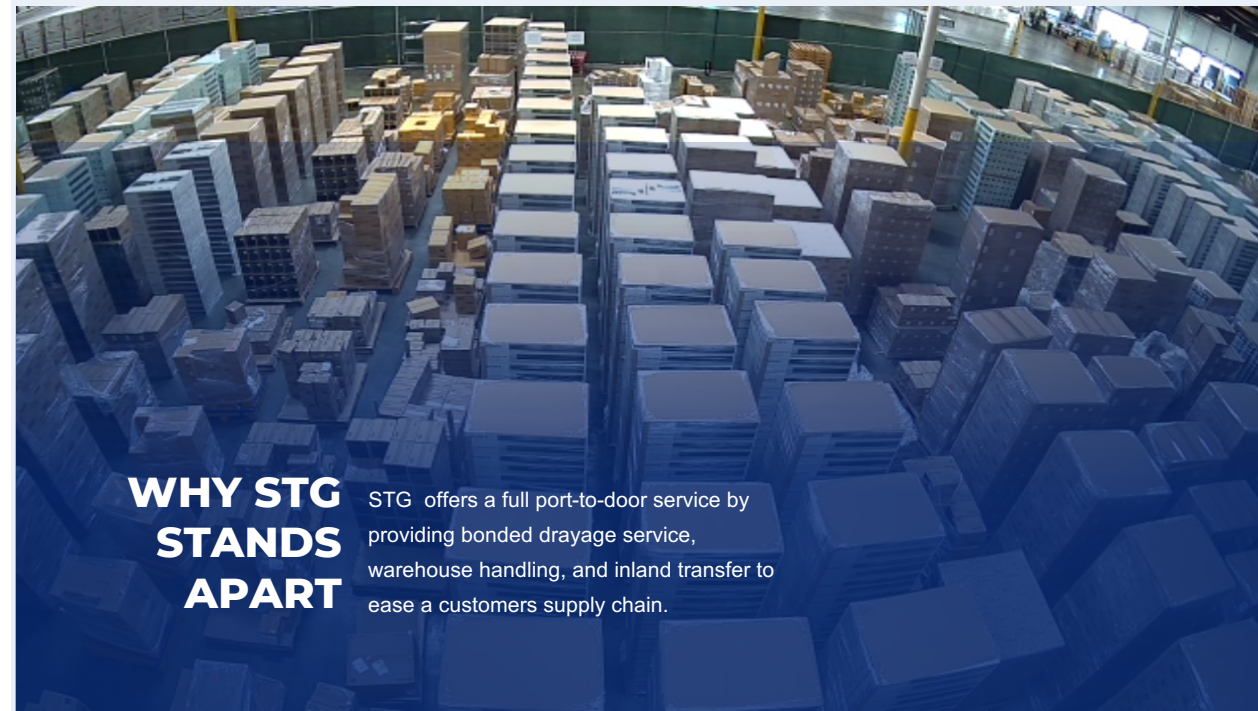
This is more than efficiency for efficiency's sake. For shippers navigating e-commerce and omnichannel fulfillment, these innovations create the transparency and speed needed to satisfy end consumers.

One persistent misconception is that bonded warehouses dictate whether shipments are placed on hold for customs exams. The reality: STG exclusively follows U.S. Customs' directions. By clarifying this, we help customers understand our role as a trusted facilitator, not a gatekeeper.

Looking Ahead

STG's vision for bonded facilities in the next five years centers on expansion and smarter integration.

By scaling our owned facility footprint, investing in AI, and continuing to evolve our transportation network, we're committed to being the single, end-to-end logistics partner importers can trust – no matter the shipment size or destination.



WHY STG STANDS APART

STG offers a full port-to-door service by providing bonded drayage service, warehouse handling, and inland transfer to ease a customer's supply chain.

Cold Food Storage Highlight

ADVANCING COLD CHAIN INTEGRITY THROUGH PARTNERSHIP AND INNOVATION

STG Logistics delivers temperature-controlled warehousing and transportation solutions designed to protect the integrity of cold chain products. With a strong foundation in food-grade logistics, STG ensures consistent, high-quality conditions for temperature-sensitive goods across the supply chain. Its strategically located facilities provide comprehensive services, including storage, cross-docking, and real-time inventory management, supported by rigorous quality control processes and advanced technology.

A defining strength of STG Logistics is its relationship-driven approach and ability to deliver customized solutions that meet unique customer needs.

This is exemplified in its long-standing partnership with a recognized juice producer. Beginning in 2007, STG responded to a complex request for proposal driven by the customer's need to integrate new manufacturing and storage

operations. Leveraging its rail-enabled facility—an uncommon capability in the market—STG designed and retrofitted a warehouse tailored to the customer's requirements. Enhancements included advanced racking systems, expanded rail access, and implementation of a robust warehouse management system. Through significant investments in infrastructure, technology, and workforce development, STG successfully scaled its operations, enabling the customer to focus on core business growth while relying on STG's logistics expertise.

Across its operations, STG Logistics remains focused on delivering safe, sustainable, and customer-centric solutions. By combining technical expertise with a commitment to partnership, the company continues to strengthen supply chains while supporting the long-term success of its customers.

Certifications from Oregon Tilth and AIB International reinforce STG's commitment to sustainability, food safety, and operational excellence.

“

We're proud to say that our full-service, comprehensive approach to the temperature-controlled shipping process ensures product quality, helps reduce the chance of spoilage, and enhances overall supply chain efficiency for all STG Logistic's clients

Todd Larson

SVP, Contract Logistics Solutions

”

Cold Food Storage **Highlight**

Similarly, STG's partnership with a New Zealand-based dairy cooperative demonstrates its agility and commitment to customer success. After securing the business in 2016, STG faced an unexpected global supply chain disruption caused by a port strike in Australia. In response, the team rapidly secured and equipped additional warehouse space on the U.S. West Coast, becoming fully operational in under three weeks. This swift action ensured continuity of supply and strengthened the partnership.

Today, STG provides the cooperative with fully integrated logistics services, including drayage, transportation, and issue resolution, supported by dedicated customer resources. This holistic approach has improved efficiency, reliability, and overall supply chain performance.

Across its operations, STG Logistics remains focused on delivering safe, sustainable, and customer-centric solutions. By combining technical expertise with a commitment to partnership, the company continues to strengthen supply chains while supporting the long-term success of its customers.



Governance

At STG Logistics, integrity and accountability are at the core of how we conduct business. Our governance framework is built on ethical business practices, strong compliance measures, and robust internal controls. By continuously redefining our governance structure, we uphold transparency and responsibility, fostering trust with our stakeholders and reinforcing our commitment to operating with the highest standards of corporate responsibility.

CORPORATE GOVERNANCE

Board Of Directors

Our Board plays a critical role in providing independent oversight and strategic guidance to STG Logistics. Meeting regularly, the Board receives updates from senior executives on key matters requiring attention and action. Comprising experts in intermodal, trucking, cybersecurity, legal, and finance, our Board brings diverse experience to support informed decision-making and long-term success.

Business Ethics

At STG Logistics, ethical business practices are fundamental to our operations, shaping our culture and reinforcing our commitment to integrity, fairness, and accountability. We foster a workplace where ethical behavior is not only expected but actively supported through clear policies, comprehensive training, and open communication channels. Externally, we align with our customers' ethical standards to strengthen trust, uphold integrity, and responsibly manage their business

interests. Our vendor onboarding process includes providing our code of conduct, setting clear expectations, and fostering ethical, transparent partnerships.

ETHICS POLICIES AND CODES

STG's Employee Handbook serves as a comprehensive guide to our ethical policies and codes of conduct. New employees review the handbook during onboarding, and all team members have ongoing access to it through our intranet, providing clarity and accountability in workplace expectations.

Our Code of Ethics and Business Conduct establishes clear ethical standards, reinforcing STG's dedication to integrity and accountability. It sets expectations for all employees to uphold these principles and provides resources for reporting any potential violations. We also uphold a strong ethical foundation through policies on anti-harassment, equal employment opportunity, anti-corruption, and whistleblower protections. These policies set clear expectations for ethical decision-making at every level of the organization.

STG Logistics Ethical Policies

EQUAL EMPLOYMENT OPPORTUNITY

Ensures fairness in hiring, compensation, promotions, and terminations, aligning with federal, state, and local laws to promote a diverse and inclusive workplace.

WHISTLEBLOWER POLICY AND PROCEDURES

Protects employees who report concerns in good faith from retaliation. A third-party-managed hotline ensures confidentiality and accessibility, and is detailed in the employee handbook and displayed in communal areas.

In 2024, five whistleblower reports were submitted. All reports were related to employee relations matters and none involved financial integrity, fraud, or bribery. Complaints are escalated as appropriate by STG's Chief Administration Officer and General Counsel in line with internal procedures.

ANTI-CORRUPTION POLICY

Prohibits offering or accepting improper benefits from foreign officials, candidates, or third parties. Employees, contractors, and affiliates are strictly forbidden from engaging in corrupt practices. In 2024, 100% of Board members reviewed and acknowledged this policy.

ANTI-HARASSMENT POLICY

Establishes a zero-tolerance approach to workplace harassment, fostering a safe and respectful environment for all employees.

Ethics Training

In 2023, we launched annual ethics training for all employees, reinforcing our commitment to ethical conduct across all aspects of our business and we continue this training yearly for our employees.

The training covers key topics such as workplace behavior, discrimination, fraud, conflicts of interest, and compliance with our Code of Ethics and Anti-Corruption Policy. Employees are required to review our Code of Ethics and Business Conduct, Anti-Corruption Policy, and guidance on the Foreign Corrupt Practices Act as part of the course. To promote full participation, we ensured accessibility for both wired and non-wired employees, achieving a 100% training completion rate.

CYBERSECURITY

At STG Logistics, cybersecurity is embedded in our business operations. Given our reliance on technology to provide logistics solutions and superior customer service, our cybersecurity governance framework is built on robust policies, advanced security technologies, and proactive risk management strategies.

CYBERSECURITY GOVERNANCE AND MANAGEMENT

STG's Chief Information Officer (CIO) reports directly to the CEO and Board of Directors, delivering regular cybersecurity updates during briefings and formal board meetings. Our Information Security Committee, established in 2023, oversees our cybersecurity strategy and risk management. Our dedicated cybersecurity team evaluates incidents based on severity, leveraging automated response systems to address threats in real time. When necessary, incidents are escalated for further action, with updates provided to the Board as appropriate to maintain transparency and strengthen our security posture. In 2024, STG Logistics achieved SOC 2 certification, which we retained in 2025, reinforcing our commitment to meeting international cybersecurity compliance standards and maintaining the highest level of data security. The SOC 2 certification process has provided valuable insights into the strengths of our cybersecurity program and areas for continued enhancement.



Ethics Training

CYBERSECURITY POLICIES AND COMPLIANCE

Our cybersecurity policy outlines protocols for handling confidential data, managing devices, enforcing email and password security, and implementing additional protective measures. This policy applies uniformly to all STG Logistics employees, contractors, and individuals with system access. Given the significant role of contracted personnel in our workforce, we prioritize stringent oversight of third-party access to STG's cybersecurity environment and company assets. We conduct regular reviews of third-party access permissions and enforce cybersecurity requirements within vendor agreements, which must be signed before finalizing any partnership. We maintain a dedicated policy for Carrier Connect, our trucking mobile application that allows licensed motor carriers to provide updates within STG's operational system.

ADVANCED THREAT DETECTION

In 2025, we continued to enhance our security strategy by utilizing CrowdStrike's endpoint protection tools and Cisco's identity intelligence solutions. These advanced tools provide improved identity verification, proactive defense mechanisms, and a more resilient security framework to protect company data and systems. To further mitigate cyber risks, STG has implemented AI-driven phishing defenses, conducting seasonal, monthly, and technical phishing simulations for all employees using customized templates that replicate real world attack methods, including AI-generated business email compromise scams and stealthy attacks designed to evade standard security filters. STG's security technologies now leverage machine learning and enhanced intelligence to detect and neutralize malicious activity, ensuring a proactive defense against evolving cyber threats.





Transparency

ABOUT THIS REPORT

STG's 2025 Sustainability Report highlights our ongoing commitment to environmental stewardship, employee well-being, and responsible governance. Covering our fiscal year from January 1, 2025, to December 31, 2025, unless otherwise noted, this report provides a transparent account of our progress, initiatives, and impact. Through detailed disclosure and reporting, we aim to foster trust, accountability, and credibility with our stakeholders. The report serves as our primary source of annual sustainability disclosure, tracking efforts to minimize environmental impact, support our workforce, and uphold strong governance practices. It has been prepared with reference to the Global Reporting Initiative (GRI) standards and aligns with the Sustainability Accounting Standards Board (SASB) frameworks for Air Freight and Logistics as well as Road Transportation. For questions regarding STG's sustainability initiatives or any other content that we include in this report, please contact Chad Aden, VP, Safety and Enterprise Risk at sustainability@stgusa.com.

Transparency

Governance	2022	2023	2024	2025
BOARD OF DIRECTORS				
Size of the Board of Directors	2	2	2	7
Executive members	8	10	9	1
Non-executive members	4	6	7	6
Independent Directors	1	1	1	2
Women on Board	3	3	2	0
People from underrepresented groups	10	12	11	1

Social - Health And Safety	2023	2024	2025
EMPLOYEES			
TRIR	0.83	0.72	0.93
Fatality rate	0%	0%	0%
Number of lost-time work-related injuries	6	4	3
Rate of lost-time work-related injuries	22%	8%	7%
Number of recordable work-related injuries	13	10	12
Rate of recordable work-related injuries	48%	40%	27%
NON-EMPLOYEES			
Number of contractor fatalities due to work injury	0	0	0
Accident and safety management			
Number of reportable spills	9	24	23

Transparency

Social - Workforce	2023	2024	2025
WORKFORCE			
Total employees	1,521	1,497	1,207
Full-time	1,514	1,489	1,174
Part-time	7	8	1
Drivers classified as independent contractors	97.8%	96.3%	
New employee hires	210	388	130
Global turnover	35%	22%	37%
EMPLOYEES BY REGION			
United States and Canada	1,498	1,470	1,175
Latin America	23	27	31
Employees by gender (U.S. only)			
Women	639	627	512
Men	858	925	694
Non-binary	-	-	-
Not disclosed	1	3	0

	2023	2024	2025
EMPLOYEES BY ETHNICITY (U.S. ONLY)			
White	683	617	438
Black	145	115	83
Asian	74	72	25
Hispanic	513	446	414
Native American	4	3	0
Native Hawaiian/Other Pacific Islander	17	13	44
Two or more races	29	23	1
Not specified	33	260	200
EMPLOYEES BY AGE (U.S. ONLY)			
<30	223	320	163
30-50	735	517	608
>50	540	660	403

	2023	2024	2025
MANAGEMENT DIVERSITY			
Company executives	46	42	43
Women executives	8	14	11
Executives from underrepresented groups	10	10	10
Women Directors and above	40%	36%	36%
Women VP-level and above	17%	27%	26%
Managers and above	24%	39%	41%