

Keeping Our Promise: Sustainability in Motion

At ConGlobal, our mission begins with taking care of each other, our customers, and our business. That mission is deeply tied to our environmental performance. We believe that to lead in this industry, we must also lead in reducing waste, conserving energy, and cutting emissions.

In 2024, we made measurable progress. We expanded our electric hostler fleet, continued retrofitting facilities with energy-saving upgrades, and embedded idle-reduction coaching into our daily routines. These are not abstract actions—they're real, operational shifts that bring us closer to our goal of cutting emissions in half by 2035.

Sustainability is not a static target. It's a continuous journey—one driven by motion. That's why this year's theme, Sustainability in Motion, is more than just a report title. It captures the spirit of how we work: always moving, always improving, always looking forward.

To our team members, partners, and customers, thank you for being part of this journey. Together, we're not just imagining a lower-impact future—we're building it.



The ConGlobal Business Model

CULTURE

Protect, train, and challenge our team; unleash their skills and talents.

CUSTOMERS

Know our customers' business, operations, and needs; be nimble and create solutions.

COST

Always pursue the lowest-cost way to effectively run the business.

CAPABILITIES

Improve the way we work and customer solutions we offer; innovate.



ZERO HARM

We do our work in a way that will not harm people, products, equipment, or the environment and communities we serve.

SERVICE QUALITY

We set high standards for performance and deliver a remarkable customer experience.

TEAMWORK

We embrace differences, celebrate authenticity, and partner with each other and those we serve.

INTEGRITY

We do what we say we will do. We do the right things, the right way, for the right reasons.

HUMAN INGENUITY

We are a learning organization that uses our expertise to build lasting solutions and capabilities.

At ConGlobal, our mission is more than just words on paper; it's the cornerstone of everything we do.

We believe in the power of community and responsibility, and our mission reflects this ethos: to take care of each other, our customers, and our business. This guiding principle informs every decision we make and underscores our commitment to fostering a culture of care, collaboration, and excellence.

Taking care of each other means more than just ensuring the well-being of our colleagues; it's about fostering a supportive and inclusive environment where every individual can thrive and contribute to our collective success.

By prioritizing the health, safety, and professional development of our team members, we cultivate a workplace where everyone feels valued, respected, and empowered to reach their full potential.

Our customers is at the heart of everything we do. We understand that our success is intrinsically linked to the success of our customers, and we go above and beyond to deliver exceptional service and support at every touchpoint.

By listening to their needs, anticipating challenges, and providing innovative solutions, we forge enduring partnerships built on trust, reliability, and mutual benefit.

Equally essential to our mission is **taking care of our business**. We recognize that sustainable growth and profitability are essential to fulfilling our obligations to our stakeholders and driving long-term value creation.

By maintaining a sharp focus on operational excellence, financial stewardship, and strategic innovation, we ensure the resilience and vitality of our business, positioning us for sustained success in an ever-evolving marketplace.



About Us

Our Vision

BE THE WORLD'S GO-TO EXPERTS IN TERMINAL OPERATIONS

As industry leaders, we aspire to set the standard for excellence in every aspect of terminal operations, from efficiency and safety to sustainability and innovation. By leveraging our expertise, experience, and passion for continuous improvement, we aim to surpass expectations and redefine what's possible in terminal operations.

Central to our vision is a relentless pursuit of excellence in everything we do. Whether it's optimizing processes, investing in cutting-edge technology, or cultivating top-tier talent, we strive for excellence in every aspect of our operations. By setting the bar high and continuously raising it, we inspire others to follow suit and contribute to the advancement of our industry as a whole.

As we chart our course towards realizing our vision, we remain guided by our core values of Zero Harm, service quality, teamwork, integrity, and human ingenuity. By staying true to these principles and embracing new challenges with enthusiasm and determination, we are confident that we will achieve our goal of becoming the world's preeminent experts in terminal operations, delivering unparalleled value to our customers, our team members, and our stakeholders.

About Us

Zero Harm

The cornerstone of our Zero Harm initiative is our relentless focus on safety. We believe that every employee should return home safely at the end of each day, and we spare no effort in ensuring a safe and secure work environment for all employees and customers on site. Through comprehensive training programs, rigorous safety protocols, and ongoing risk assessments, we empower our team members to identify hazards, mitigate risks, and prioritize safety in everything they do. By fostering a culture of vigilance, accountability, and continuous improvement, we strive to achieve our goal of zero injuries, protecting the health and well-being of our most valuable asset: our people.

PROTECTING OUR ENVIRONMENT

In addition to safeguarding our employees, we are deeply committed to protecting the environment. Our Zero Harm initiative extends beyond the walls of our facilities, encompassing a holistic approach to environmental stewardship that seeks to minimize our ecological footprint and preserve natural resources for future generations. Through sustainable practices, innovative technologies, and proactive environmental management, we strive to minimize emissions, conserve energy, and reduce waste across our operations. By embracing our responsibility to the planet, we aim not only to mitigate environmental harm but also to leave a positive legacy of conservation and sustainability.

OPERATING SAFELY EVERY MOVE, EVERY SHIFT, EVERY DAY









ConGlobal Overview

ConGlobal is the industry's leading provider of intermodal, depot, and terminal services, operating at the intersection of rail, truck, and ocean freight. With a network of nearly 40 locations and a skilled workforce of frontline operators, we bring unmatched scale, experience, and adaptability to the supply chain.

We deliver a unified service model that simplifies operations, reduces friction, and supports the safe, efficient movement of freight across North and Central America.

Integrated Services include:

- Depot/container yards
- Industrial outdoor storage
- Intermodal services
- Finished vehicle handling
- Railcar switching
- Drayage
- Equipment maintenance and repair
- Purpose-built technology to automate gates, reconcile inventory, and optimize storage and retrieval



We operate nearly 40 depot locations across North and Central America, strategically located near ports and inland distribution hubs. ConGlobal stores, sells, rents, repairs, and modifies all types of shipping containers.

As one of the few providers offering depot services across both North and Central America, we provide more than 300,000 TEUs of capacity.

Comprehensive Depot Yard Services

- Storage for shipping containers and trailers
- Container sales and rentals
- Custom box modifications
- Equipment maintenance and repair
- Mobile service crews

Adaptable to Customer Needs

- Value-added services tailored to each operation
- Scalable models to meet unique customer needs
- Automated gate and inventory systems that enhance visibility, reduce idle time, and support efficient reporting



With locations near major ports, rail terminals, and distribution hubs, ConGlobal offers flexible outdoor storage solutions that help customers optimize space, reduce congestion, and improve operational flow. Our sites support a wide range of equipment, trailers, containers, and palletized goods.

By leveraging existing infrastructure and a vast depot network, we provide scalable storage that meets the evolving needs of today's supply chain.

Versatile Storage Options

- Trailer and chassis storage
- Empty or loaded container storage
- Equipment and fleet staging
- Pallet and bulk material storage
- Secure fenced and monitored facilities

Purpose Built for Logistics Flexibility

- Strategically located near key freight corridors
- Configurable layouts to match customer needs
- Real-time visibility and reporting available
- Ideal for surge planning, seasonal demand, and project based inventory



ConGlobal supports rail networks across North America with a modern, adaptable portfolio of services designed to keep freight moving efficiently and safely. Our scale and operational expertise enable us to provide high-performance rail support across intermodal terminals, switching operations, and finished vehicle logistics.

With decades of hands-on experience and deep partnerships with the Class 1 railroads, we help customers streamline operations, manage throughput, and gain a competitive edge.

Comprehensive Rail Services

- Intermodal terminal operations and support
- Switching operations and railcar management
- Finished vehicle loading and unloading

Efficiency Through Experience

- Proven expertise in high-volume, safety-sensitive environments
- Scalable teams and tailored service models
- Technology-enabled visibility and process optimization
- Aligned with Class 1 railroads and industry-leading standards

ConGlobal Organizational Workgroup

ConGlobal's workgroups span organizational boundaries to provide the industry's broadest array of terminal services and technology solutions, giving customers unparalleled market reach and coverage.

We've been serving the transportation industry for more than 50 years.

- ~3,500 employees
- North American reach, anchored by offices in Fort Worth, TX, Chicago, IL, and Corvallis, OR
- Latin American presence with operations in Mexico and Costa Rica



Essential Services for the Global Supply Chain



Partnering with rail networks to optimize terminal operations, streamline cargo handoffs, and boost rail connectivity across supply chains.



Working with equipment leasing companies to ensure availability, maintenance, and readiness of containers and intermodal equipment for uninterrupted operations.



Offering comprehensive solutions for chassis management, including maintenance, repair, and efficient transfer across transport modes to keep cargo moving seamlessly.



Supporting global shipping lines with efficient port and terminal solutions, ensuring smooth transitions from ship to shore to inland destinations.



Providing cargo owners with yard spotting, drayage, storage solutions, and advanced technology to keep their supply chain moving efficiently.



Environmental Performance

GRESB

Along with more than 680 other respondents, ConGlobal participates in the annual Global Real Estate Sustainability Benchmark (GRESB) Assessment for transparent and comprehensive ESG reporting.

We maintained our score of 2023 of a 96 and received the Transportation Sector Leader for a 6th consecutive year.

1st 40 56 Out of 40 Out of 60

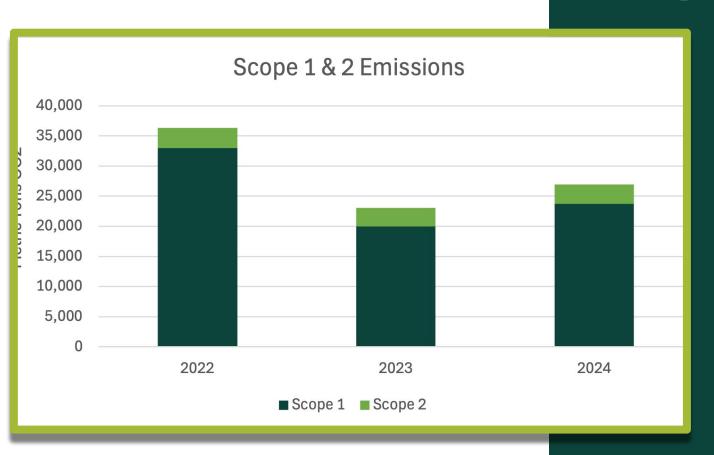
In Transportation Management Score Performance Score

OVERALL SCORE: 96



Emissions Profile

Scope 1 & 2 Emissions



In 2024, ConGlobal's total greenhouse gas (GHG) emissions increased to nearly 27,000 metric tons of CO_2 equivalent (tCO_2e), up from approximately 23,000 tCO_2e in 2023. While this rise follows a notable reduction the previous year, it reflects the dynamic nature of our operations and the early stage of our long-term decarbonization efforts.

As a company with a geographically fluid footprint—frequently opening, closing, or relocating operations in response to rail and customer demand—our emissions profile is subject to fluctuation. Additionally, 2023 reductions were primarily driven by targeted energy efficiency improvements, such as lighting upgrades and idle-reduction initiatives, which had an immediate but limited scope.

In contrast, 2024 marks a transitional phase: while foundational strategies are being put in place, many of our longer-term initiatives—such as fleet electrification, renewable energy procurement, and expanded data tracking—are still ramping up. We expect future emissions to trend downward as these programs mature and we continue to identify and address high-impact opportunities across our network.

Snapshot

Environmental Performance

At ConGlobal, we believe that strong environmental performance is essential to responsible operations—and it's a key part of how we measure our success. We've made solid progress in reducing our environmental impact by focusing on four main areas: greenhouse gas emissions, energy use, water, and waste.

GREENHOUSE GAS EMISSIONS

We're committed to cutting our emissions in half by 2035. That's a big goal, and it's driving several changes across how we operate. From upgrading equipment to rethinking our fuel and energy use, we're taking meaningful steps to shrink our carbon footprint and build a more sustainable future.

ENERGY USE

We're making our facilities more energy efficient by retrofitting lighting systems with LEDs and rolling out best practices around energy management. We're also shifting more of our electricity procurement toward renewable sources where possible—an important step as we look to reduce both our costs and our carbon impact.

WATER

Most of our operations are inherently low water, but we still look for opportunities to do more with less. This includes recycling water at some locations and keeping a close eye on usage at high-volume sites.

WASTE

We continue to focus on reducing what we send to landfill by expanding recycling programs and finding operational efficiencies.

Our Professional Staff

Decarbonization Strategy

OUR ROADMAP TO 2035

We've set a bold target: reduce our emissions by 50% by 2035. Achieving that means changing the way we work—from the ground up. While some changes are visible, like new electric vehicles or energy-efficient lighting, others are behind the scenes—focused on how we plan, partner, and power our operations.

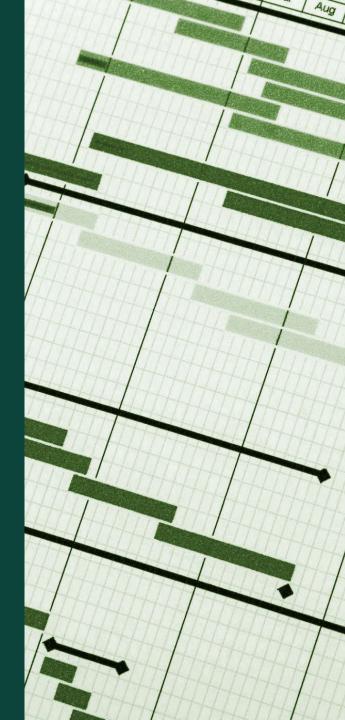
Here's what's helping us move the needle:

- Electric Hostler Fleet Expansion
 We currently operate 43 electric hostlers, primarily
 in California, and we're adding six more this year.
 As the technology scales and infrastructure
 improves, we plan to continue growing the fleet
 across other markets.
- Idle Reduction Initiative

 Reducing idling in the field has immediate impacts on both fuel use and emissions. We're using telematics data, training, and on-the-ground coaching to keep this momentum going.

- Facility Upgrades & Energy Efficiency
 Lighting retrofits, energy-efficient HVAC systems, and improved controls are being rolled out at key sites to lower energy consumption and operating costs.
- Renewable Energy Sourcing
 We're actively restructuring our electricity
 contracts to include more renewable energy,
 supporting our emissions reduction goals and
 helping transition to a lower-carbon grid.
- Operational Best Practices
 From preventive maintenance to smarter equipment deployment, we're embedding energy and emissions awareness into daily operations.

This roadmap is designed to be flexible but focused, balancing near-term wins with long-term planning. It reflects our belief that decarbonization is not only possible, it's essential.



Decarbonization Strategy



SUSTAINABILITY IN MOTION: PEOPLE, TECHNOLOGY, AND PROGRESS

Our strategy moves because our people move. We're powered by operators who embrace change, partners who share our goals, and technologies that unlock new levels of efficiency.

- Operational Efficiency = Sustainability: Fewer idle hours. Smarter inventory checks. Cleaner fuel usage.
- **Technology in Motion:** Aviro360, Sight.io, and VeriSpot help reduce energy use, reduce waste, and improve throughput.
- **People-Driven Impact:** Real choices made every day: fueling safely, maintaining equipment, saving energy.
- Customer Collaboration: Solutions that lower congestion, shorten dwell times, and support shared ESG goals.
- **Measurable Progress:** We'll use year-over-year trends, real-time data, and operational dashboards to prove that motion equals momentum.



Safety

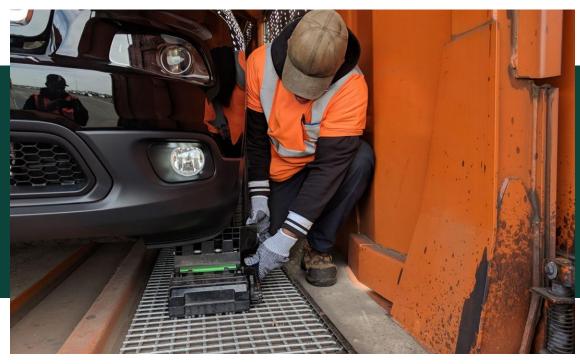
Taking Care

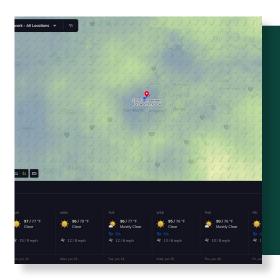
SAFETY IS OUR CORE

We prioritize safety through regular safety briefings at the start of each shift and whenever there are changes in our working environment. Additionally, comprehensive employee training underscores our commitment to safety. As our mission reflects, we do our best to take care of each other, and that means ensuring our employees return home in the same shape as when they arrived to work.

We believe proactively identifying exposures and continuous employee training on how to control and eliminate them where possible will safeguard both employees and daily operations.

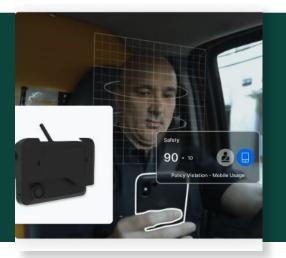






TOMORROW.IO

Tomorrow.io provides ConGlobal with real-time weather tracking and live updates, enabling field teams to make safer, data-informed decisions in response to changing weather conditions. This tool enhances operational readiness and minimizes weather-related risks, such as heat illness or storm exposure, while also helping reduce the environmental impact of emergency responses or unplanned downtime.

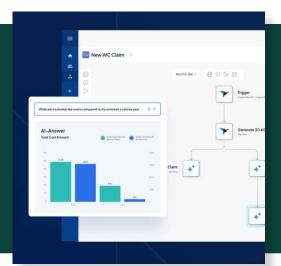


SAMSARA

Samsara's asset tracking and in-vehicle video technology support ConGlobal's safety-first culture by monitoring driver behavior, ensuring compliance, and enabling rapid incident response. With GPS and telematics data, Samsara also supports environmental performance by helping optimize routes, reduce idling, and track emissions across the fleet—contributing to both safer and cleaner operations.

ORIGAMI RISK

Origami Risk is the centralized platform for recording all safety observations, audits, and corrective actions. By tracking trends and ensuring follow-through on safety measures, Origami supports a culture of continuous improvement. Its reporting capabilities also help document and monitor environmental compliance activities, making it a key tool in maintaining both safety and environmental standards across ConGlobal's operations.



PREDICTIVE SAFETY – ALERTMETER®

Predictive Safety – AlertMeter®
ConGlobal leverages Predictive Safety's
AlertMeter® to proactively identify potential
employee fatigue before shifts begin. This quick,
non-invasive test helps ensure workers are alert
and fit for duty, reducing the risk of incidents
caused by impaired reaction time or decreased
focus. By mitigating fatigue-related accidents,
AlertMeter® strengthens workplace safety and
indirectly supports environmental stewardship by
helping prevent equipment mishandling and spills.







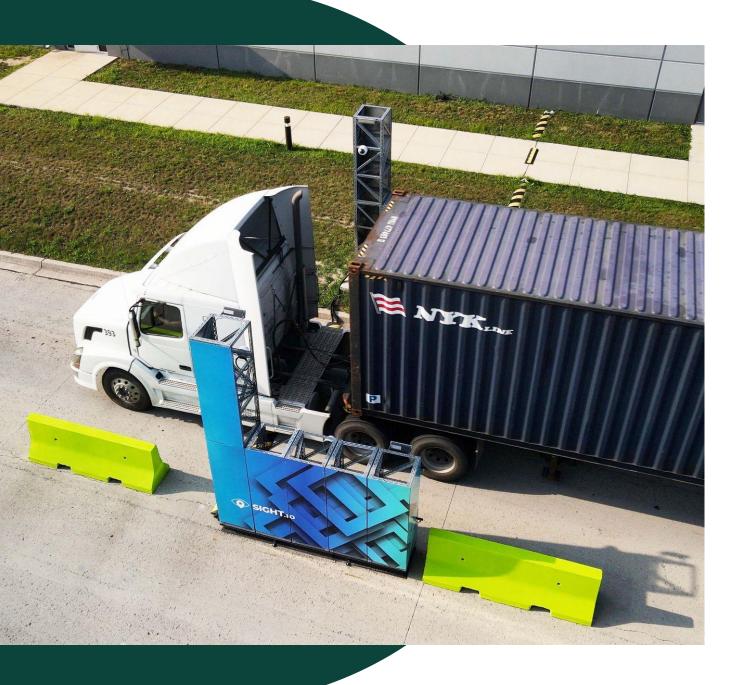
Ecosystem of Solutions

Aviro 360

At ConGlobal, sustainability isn't just a goal; it's a commitment woven into the fabric of our operations, guiding every innovation we pursue. Our commitment to sustainability drives us to constantly seek ways to minimize our environmental footprint while maximizing efficiency and safety. With this ethos in mind, we're thrilled to re-introduce Aviro 360, a groundbreaking technology system poised to revolutionize our supply chain and logistics operations. At the heart of Aviro 360 are two cutting-edge components: Sight.io and VeriSpot.io. These technologies represent a paradigm shift in how we manage our facilities, streamline processes, and reduce our environmental impact.

With Aviro 360, ConGlobal is at the forefront of sustainable innovation in the supply chain and logistics industry. By harnessing the power of Sight.io and VeriSpot.io, we're not only enhancing operational efficiency and safety but also minimizing our environmental footprint. As we continue to invest in cutting-edge technologies and sustainable practices, we remain steadfast in our commitment to building a more resilient and environmentally responsible future for generations to come.

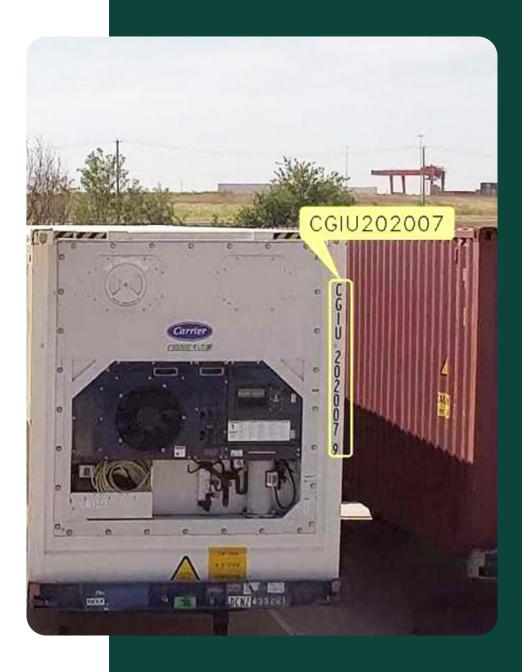




Automated gate checkpoints

Sight.io

Sight.io is a game-changer in facility access management. By harnessing the power of artificial intelligence, Sight.io automates the check-in process for drivers, eliminating the need for a gate clerk stationed at all times, including in severe weather. This not only enhances safety for personnel but also significantly reduces emissions by optimizing traffic flow and minimizing idling time. With Sight.io, drivers can seamlessly navigate our facilities, enhancing efficiency while minimizing their environmental footprint. By removing manual checkpoints and streamlining access procedures, we're not only enhancing the efficiency of our operations but also contributing to a cleaner, safer environment.



Mobile Inventory Management

VeriSpot.io

VeriSpot.io represents the pinnacle of innovation in inventory management. This state-of-the-art camera system, installed atop yard trucks traversing our facilities, autonomously conducts real-time inventory checks as it moves. By leveraging advanced imaging technology, VeriSpot.io eliminates the need for multiple drivers dedicated solely to inventory tasks, drastically reducing labor requirements and associated emissions.

By seamlessly integrating VeriSpot.io into our operations, we're not only streamlining inventory management but also reducing our environmental impact. The efficiency gains achieved through automated inventory checks translate into tangible reductions in fuel consumption and emissions, furthering our commitment to sustainability.



Investor Transparency

At the core of effective sustainability and responsibility strategies lie meaningful stakeholder engagements and partnerships. At ConGlobal, we prioritize understanding the perspectives of various stakeholder groups on Environmental, Social, and Governance (ESG) matters. This approach allows us to align our business strategy with our sustainability goals. We adopt a comprehensive approach, implementing initiatives that address all three pillars of ESG simultaneously.

ConGlobal places significant emphasis on engaging with shareholders and other investors. We are committed to transparent and fair communication, ensuring that stakeholders receive timely and accurate information through various channels, including disclosures, meetings, and briefings. Our investor relations policy, coupled with regular reporting, underscores our dedication to transparency and fairness in all interactions with individual and institutional investors. In our efforts to maintain strong relations with investors, we regularly communicate financial results and provide insights into our business strategies. Additionally, we offer opportunities for investors to visit our operations and gain firsthand understanding of our activities.

WORKING ENVIRONMENT POLICY

ConGlobal workplaces are characterized as a safe and stimulating working environment that promotes good attendance, cooperation, and motivated employees.

Our leaders have ultimate responsibility for the working environment at ConGlobal. However, everyone at the workplace has personal responsibility for their health, working environment, and cooperation to ensure a pleasant working environment and an excellent corporate climate.

To achieve this culture, we will:

- Systematically review and evaluate the ConGlobal working environment.
- Set objectives each year for our ecological programs, including placing measures in the budget process.
- Invest in the continuous development for managers and employees around environmental issues.

EQUALITY AND DIVERSITY POLICY

Employment is based upon abilities, qualifications, attitude, and job-related factors. Every qualified employee and applicant has the same opportunity for hiring, training, placement, promotion, compensation, demotion, termination, and benefits without regard to race, color, religion, sex, gender, national origin, pregnancy, ancestry, citizenship, genetic information (including of a family member), veteran or military status, physical or mental disability, age, sexual orientation, gender identity, medical condition, marital status, ethnicity, or any other classification protected by applicable local, state, or federal law.

QUALITY POLICY

ConGobal develops and provides multimodal, industrial, terminal services that satisfy quality, efficiency, and simplicity market demands.

Excellent service is achieved by:

- Being customer obsessed, honing our core business while transforming and developing new services.
- Fostering inclusion in our quality programs.
- Encouraging a continuous improvement mindset we amplify our success when we do it together.
- Recognizing the value our employees bring to ConGlobal.
- Having a bias for action by taking ownership and seizing opportunities.

ENVIRONMENTAL POLICY

ConGlobal is committed to environmental leadership in all business activities. ConGlobal is architected to provide a safe, healthy workplace while protecting the environment, conserving natural resources, and being a good global citizen. Our approach to managing Environmental Health and Safety is defined in the ConGlobal Zero Harm Commitment (see page 7).

Leadership is responsible for establishing the overall Environmental Policy for the company, ensuring adherence, and reviewing each business unit's performance.

Strategic Sourcing is responsible for selecting vendors and suppliers that comply with ConGlobal practices.

Each ConGlobal location is responsible for ensuring our employees and contractors follow all operational processes/procedures.

We believe in being remarkably transparent. By sharing our policies openly, we can achieve a healthy and safe environment.

WE ARE COMMITTED TO:

- Being safety-focused. Our mission is to take care of each other, our customers, and our business. We commit to providing adequate training and the proper safety and emergency equipment.
- Being an ethical, environmental partner in the communities where we operate and correcting conditions that endanger health, safety, or the environment.

- Conserving natural resources by adopting pollution prevention practices.
- Maintaining and improving operations and technologies to minimize health and safety risks, waste, and other pollution.
- Using energy responsibly throughout our business, including creating an energy policy that emphasizes energy conservation, improving energy efficiency, and pursuing renewable energies over non-renewable options.
- Participating in efforts that improve environmental protection and understanding.
- Sharing appropriate pollution prevention technology, knowledge, and methods.
- Promoting economically feasible and environmentally sound habitat protection objectives in cooperation with public and governmental agencies.

- Adhering to stringent Federal and State requirements no matter where we do business, exceeding expectations when possible.
- Promptly reporting all non-compliance issues according to applicable governmental reporting requirements, evaluating causes of non-compliance and implementing corrective actions.
- Reviewing environmental regulations for compliance.
- Establishing training and communications around environmental laws and regulations to ensure employees are aware and compliant.
- Promptly correcting any practice or condition not in compliance with this policy.

SAFETY POLICY

The ConGlobal mission is to take care of each other, our customers, and our business. We operate in complex, industrial environments, making us passionate about creating a world where safety is at the center. We orient everything we do around a Zero Harm approach.

ZERO HARM COMMITMENT

ConGlobal is striving to achieve the goal of "Zero Harm" across our operations — meaning zero injuries, zero environmental incidents, and zero damage incidents.

We will succeed in achieving Zero Harm with the following practices:

- Everyone is part of the Safety Process.
- Employees are required to participate and comply with the Safety Program.
- Keep safety at the center.
- Provide sufficient resources for safety programs, including setting and monitoring objectives for continual improvement.

Leadership is responsible for establishing the overall Safety Policy for the company, encouraging adherence, and reviewing the performance of each business unit. All ConGlobal locations are responsible for executing the safety objectives and ensuring compliance with all operational processes/procedures.

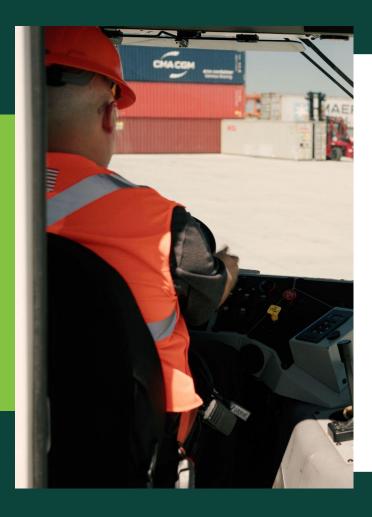
CONGLOBAL'S SAFETY PILLARS

We have established a set of General Safety Principles developed from the analysis of injuries and damage incidents across ConGlobal's lines of business.

- 1. Fit for Duty Our employees are courteous, professional, and organized. We never start work without being rested, healthy, and ready. Each employee has dressed appropriately this includes wearing appropriate PPE and notifies the operational lead manager if they become fatigued or feel ill at work. We never work under the influence or while using any personal electronic devices.
- **2. Climbing and Walking** Our employees are aware of their surroundings and use four points of contact when mounting and dismounting equipment. We never mount or dismount on moving equipment and use extreme care in adverse conditions.

- **3. Equipment Operations** All employees are properly trained and qualified when work begins. We always wear a seat belt, follow the speed limit, and practice defensive driving techniques. Before operating equipment, we perform required inspections.
- 4. Pinch & Crush Points We never place ourselves or a body part in an unprotected pinch point. We stay clear of equipment movements and ensure pedestrians or other mobile units are not in the red zone. Our eyes are always on task, and we use proper techniques to adjust/correct improperly positioned equipment.
- **5. Track & Movement Protection** We always verify track status FIRST and follow local guidelines. We never work on an unprotected or live track. We are alert to changing track conditions and keep PUC/foul lines clear.
- **6. Securement** We always ensure all equipment connections are secure (king pin, couplings, bridge plates). We control speeds and follow established procedures to prevent the unintended movement of equipment.
- **7. Emergency Response** Our employees follow all company and customer procedures. We report all incidents immediately to supervisors and abide by all life-saving processes (CPR, AED, First Aid and Emergency Response Plans).





Join Us in Making Transportation Sustainable

ConGlobal is always searching for companies to partner with and work towards decarbonizing our operations together.



CALL

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VISIT

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