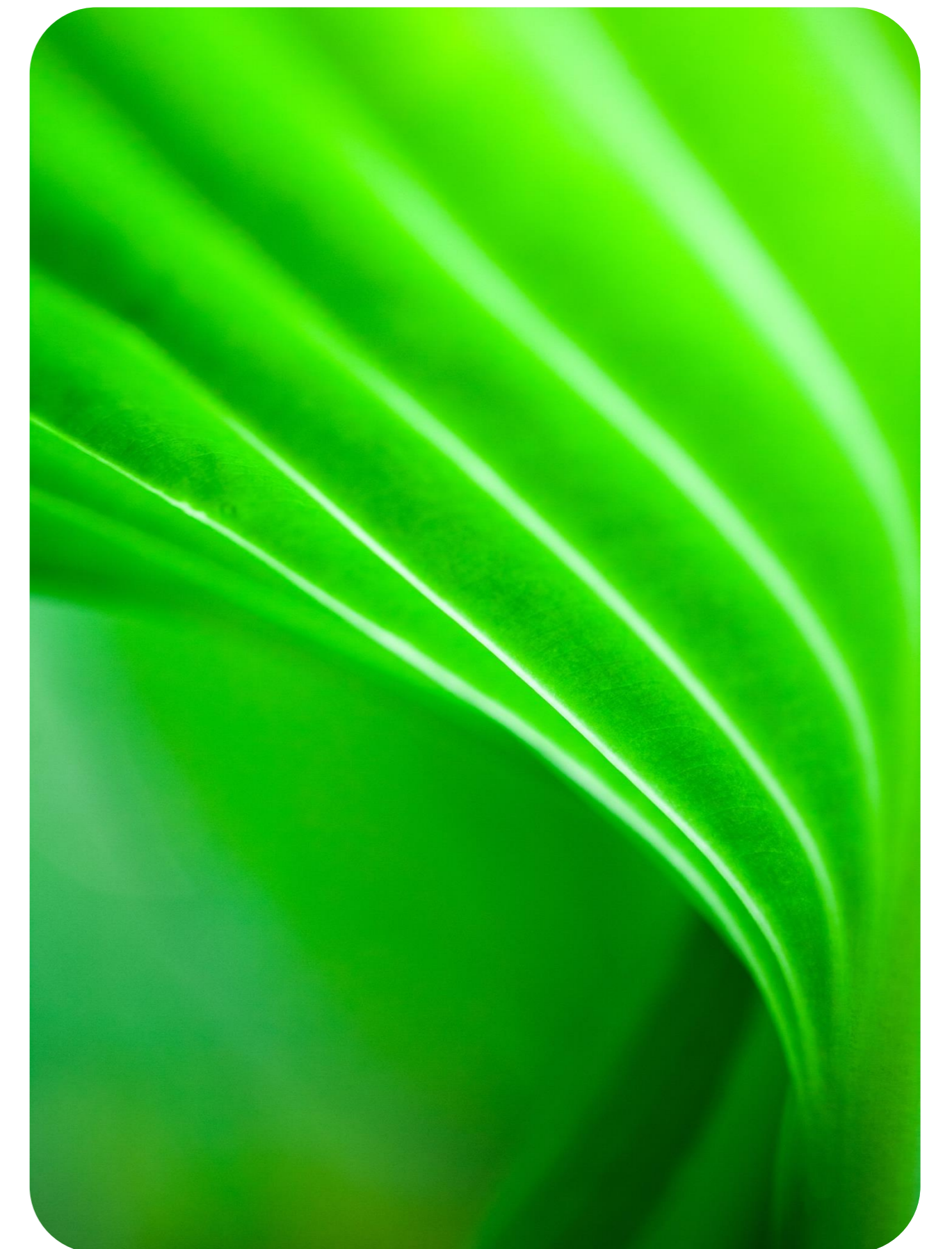


2025 SUSTAINABILITY REPORT

Disciplined Progress

Protecting the environment,
empowering people, and getting
results the right way.

Today and tomorrow.





Brant Ring, CEO

At ConGlobal, sustainability is embedded in how we operate.

Our mission begins with taking care of each other, our customers, and our business. That commitment shapes how we manage safety, environmental performance, operational efficiency, and accountability across our network.

Safety remains our core value and the foundation of our Zero Harm commitment. Intermodal and terminal operations require constant focus, coordination, and disciplined execution. This year, we strengthened safety systems, expanded fatigue readiness tools, and reinforced accountability at every level of the organization. While we made measurable improvements in overall performance, we remain focused on continuous improvement. Protecting our workforce is an everyday responsibility.

Across our terminals and depots, operational discipline continues to drive sustainable performance. Standardized processes, preventive maintenance programs, and consistent oversight reduce variability and support reliable service for our customers. These fundamentals are essential in complex operating environments where multiple stakeholders depend on precision and coordination.

Environmental stewardship remains part of that same discipline. Expansion of our electric hostler fleet, facility efficiency upgrades, and idle-reduction initiatives represent practical steps toward lowering emissions and energy consumption. These efforts reflect steady progress aligned with long-term goals.

Strong governance underpins this work. Clear metrics, standardized reporting, and leadership accountability ensure that safety, environmental, and operational expectations are consistently applied across diverse locations.

Sustainability at ConGlobal means sustaining the business itself. Disciplined progress across safety, operations, environmental performance, and governance allows us to protect our workforce, support our customers, and operate responsibly within our communities.

Thank you to our employees, customers, and partners for the trust you place in ConGlobal every day.

Leadership Model

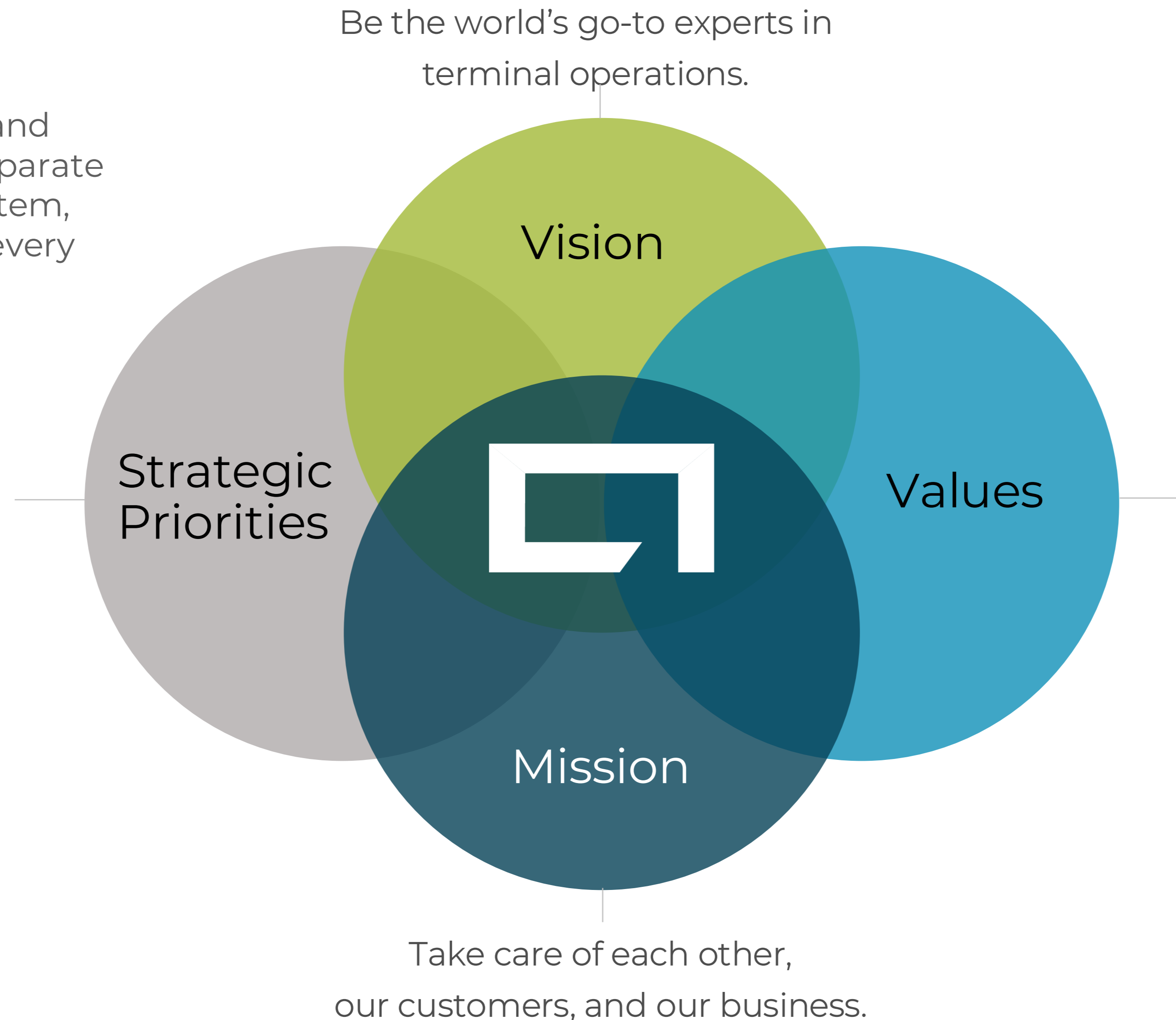
Our vision, mission, values and strategic priorities aren't separate ideas. They work as one system, guiding everything across every location in our network.

Culture: protect, train & 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.

Our Mission in Action

Taking care isn't a slogan. It's how we make decisions and show up each day for each other, our customers, our business, and our communities.

Taking care of each other. We believe every incident is preventable. Zero Harm starts at our facilities and comes to life through a culture rooted in empathy, personal responsibility, and the highest health and safety standards in the industry.

Taking care of our customers. We show up reliably across our network, understanding our customers' business well enough to anticipate needs and adapt as the landscape evolves.

Taking care of our business. It means protecting what we've built, solving problems before they become issues, and applying human ingenuity when the path forward isn't obvious. One good decision at a time.



Taking care of our communities. Through ConGlobal Cares, we show up beyond our operations too, investing in neighborhoods where our people live and work through education, environmental stewardship, and community enrichment.

VISION

Be the world's go-to **experts** in terminal operations

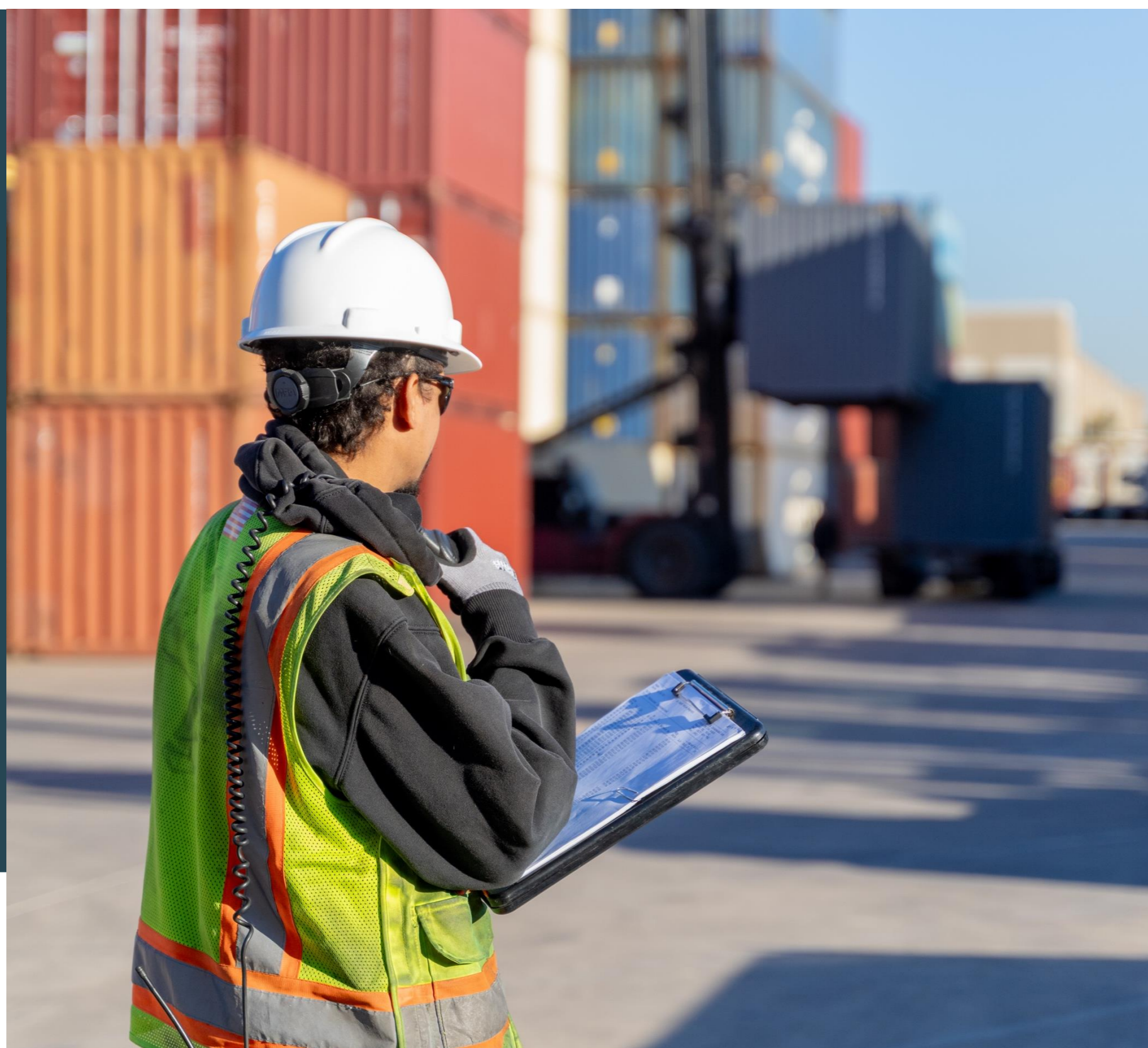
For nearly six decades, that standard has been earned one operation at a time, across rail ramps, container yards, and depot networks spanning North and Central America.

Expertise shows up in the work. In approximately 3,500 people who know their craft. In a GRESB score of 99, recognized as a Transport sector leader. In an electric hostler fleet that grows every year. In facilities getting smarter and more efficient across our network.

That's disciplined progress.



Zero Harm. The standard for every move we make.



Terminal operations are inherently complex. Heavy equipment, high volume, and constant movement. Most would call that hazardous. We call it Tuesday, because when safety is your core value, not just a requirement, complexity doesn't change the standard. It raises it.

Across our network, facilities go years without a single injury or incident. Leadership sets the tone. Tone drives culture. Culture drives the behaviors that get everyone home safely. Every move, every shift, every day.

That's what Zero Harm looks like in practice. Not a goal we're chasing. A standard we're setting.

Committed to **safety**. Committed to **care**.

Setting the standard requires more than commitment. It requires a culture where every person feels personally responsible for the person working next to them, and systems that support that responsibility at every step.



- ✓ We were the first terminal operator to engage DEKRA to independently assess our safety performance. That work shifted how we think about safety, from completing tasks to actively looking for risk. Our Safety Pillars reflect that shift, guiding employees through every aspect of their day with that lens in place.
- ✓ Before a shift begins, AlertMeter fatigue monitoring helps ensure every employee is rested, alert, and ready. Once work is underway, leaders track observations and identify emerging risks through Origami Risk, keeping safety performance visible across the entire network.

The tools support the culture. The culture drives the results.

The hardest parts of the supply chain are **our specialty.**

The handoffs between ocean, rail, and truck are where supply chains are most compressed, most complex, and most vulnerable. Getting them right requires deep operational knowledge, disciplined safety systems, and people who treat expertise as a standard, not a differentiator.

Since 1968, that's been ConGlobal. We manage the critical connections across depots, yards, terminals, and distribution hubs throughout North and Central America, keeping freight moving reliably at every transition point.



Depot/Container Yards & Industrial Outdoor Storage

Nearly 40 locations near ports and inland distribution hubs. Storage, sales, rental, repair, and modification of all types of containers, with more than 300,000 TEUs of capacity. Plus, flexible outdoor storage for trailers, chassis, and equipment that scales with customer demand.

Intermodal Operations

High-performance rail support across intermodal terminals and switching operations, backed by deep partnerships with Class 1 railroads and decades of hands-on expertise in high-volume, safety-sensitive environments.

Automotive & Railcar Switching

Vehicle staging, railcar loading and unloading, inspections, and precision switching.

Specialized work executed by people who know it best.

ConGlobal leadership



Haider Samhat
Group Vice President, Depot



Warrick Nance
VP - Safety, Training, & Ops Excellence



Chad Bowman
Group Vice President, Rail Operations



Brant Ring
CEO



Paul Kleppetsch
VP - General Counsel



Benita Gibson
Group Vice President, Automotive & Switching



Jon Stevens
CFO & Chief of Staff



Holly Morgan
Chief People Officer

ConGlobal organizational workgroups

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



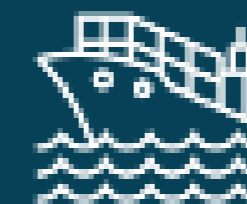
Partnering with rail networks to optimize terminal operations, streamline cargo handoffs, and boost rail connectivity across supply chains.



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.

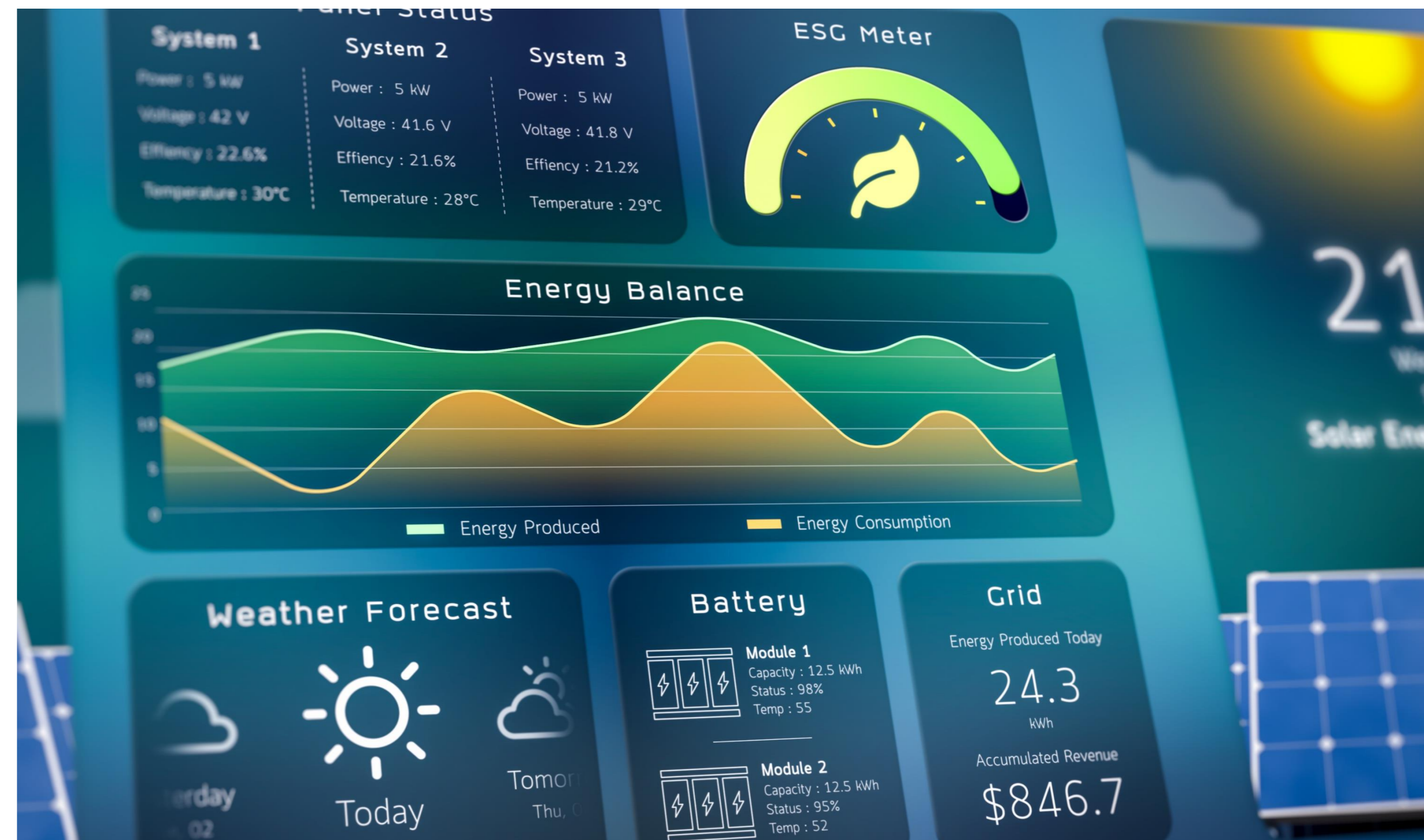
Smarter energy management

In 2025, ConGlobal took steps to improve how we track and manage energy consumption across our operations. Through a partnership with Siemens, we brought more consistency to how we monitor consumption and procure energy efficiently across our network.

At West Coast facilities where charging infrastructure supports electric hostler deployments, Siemens' Depot360 platform provides managed charging services that optimize cost through load shifting and peak shaving.

Across the broader network, facility-level efficiency improvements continued in 2025:

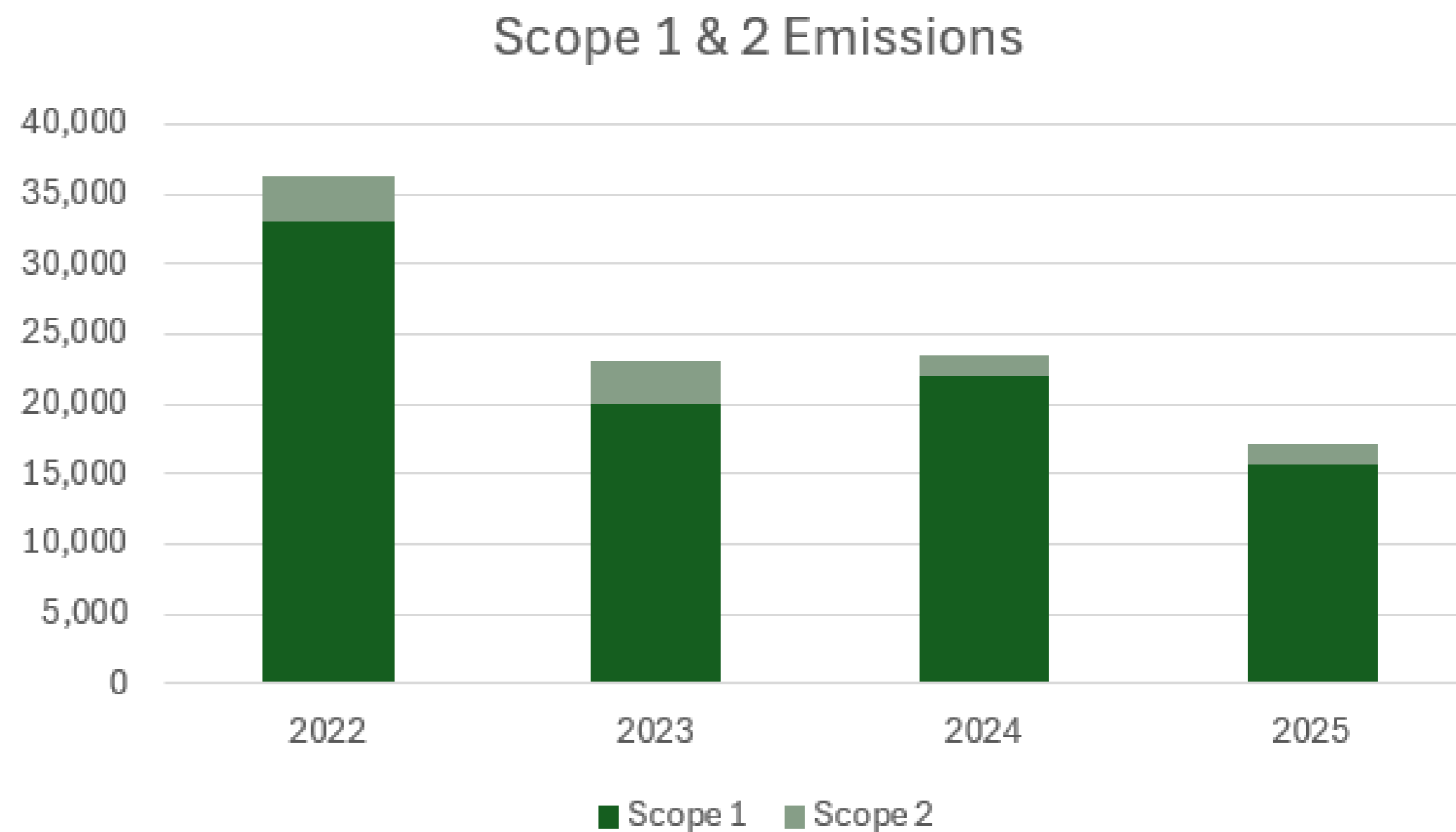
- LED lighting retrofits
- Programmable thermostat upgrades
- Idle reduction initiatives
- Energy efficiency policies
- Addition of six electric units to the fleet



Progress you can measure

In 2025, ConGlobal reduced Scope 1 greenhouse gas emissions by approximately 6,300 metric tons compared to 2024, driven by fleet efficiency improvements, idle reduction efforts, equipment modernization, and continued electrification where infrastructure supports it.

Scope 2 emissions increased modestly by approximately 24 metric tons compared to 2024. As electric equipment and charging infrastructure expands, some shift from Scope 1 to Scope 2 is expected and reflects the direction we're moving.

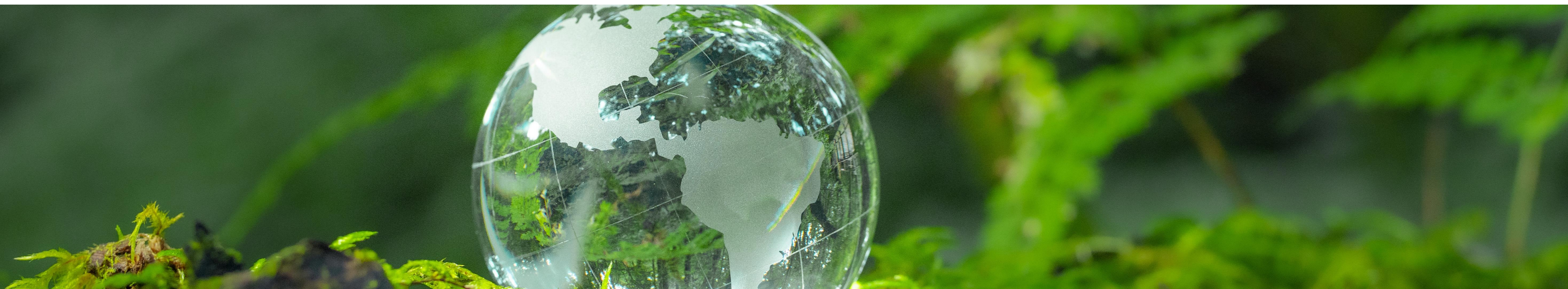


Continuing the **work**

ConGlobal maintains active decarbonization commitments, with progress tracked and reported annually through GRESB.

Our focus remains on the initiatives with the most direct impact: equipment electrification where the infrastructure supports it, facility-level energy efficiency, idle reduction, and consistent operational discipline across our network.

These efforts reflect the same principles that run through everything we do. Meaningful progress comes from disciplined execution over time, not a single initiative or a single year. We'll continue building on what's working and reporting honestly where we stand.



GRESB

In 2025, ConGlobal earned a GRESB score of 99, maintaining a 5-Star GRESB Rating.

The score reflects consistent progress across transparency, governance, and environmental performance, and positions ConGlobal among the top performers in the Transport sector.

We view this as confirmation that our approach is working, and a standard we intend to keep.

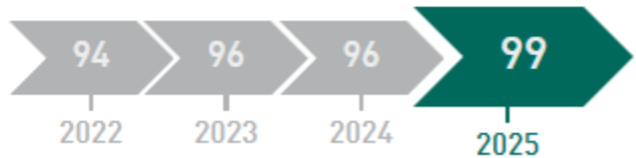
2025 GRESB Benchmark Report Asset

ConGlobal | InfraBridge

GRESB Rating: 5/5



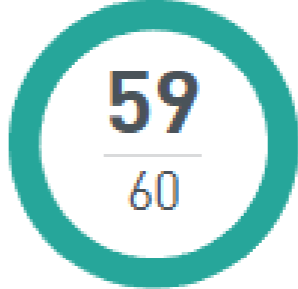
Participation & Score



GRESB Score
 GRESB Average 90 | Peer Group Average 90



Management Score
 GRESB Average 34 | Benchmark Average 34



Performance Score
 GRESB Average 55 | Benchmark Average 56



Environmental
 GRESB Average 34 | Peer Group Average 33



Social
 GRESB Average 36 | Peer Group Average 36



Governance
 GRESB Average 20 | Peer Group Average 21

Investor transparency

Investors, customers, and business partners increasingly expect clear, accurate ESG information, and we take that expectation seriously. ConGlobal is committed to transparent reporting on our environmental performance, operational practices, and governance, because we believe informed stakeholders make better partners.

Beyond formal disclosures, we engage directly through site visits, operational reviews, and conversations with company leadership. Those interactions give stakeholders a firsthand look at how we operate, the safety culture, the continuous improvement mindset, and the accountability that runs through everything we do.



Meaningful transparency requires more than intent, it requires systems that produce accurate, consistent data.

In recent years, ConGlobal has invested in tools and partnerships that improve how we collect, manage, and report ESG performance across our network.

The result is better visibility into our own operations: more accurate emissions tracking, more consistent reporting across sites, and faster access to the data that drives better decisions.

By maintaining a strong commitment to transparency and responsible governance, ConGlobal continues to build trust with investors and stakeholders while supporting informed decision-making and sustainable long-term growth.

Strengthening ESG reporting



ConGlobal Governance

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

ConGlobal 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.

ConGlobal Governance

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.

ConGlobal Governance

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.

Sustainability doesn't require grand promises. It requires showing up every day and doing the work. Reducing what you can, improving where you can, and being honest where you stand.

That's the standard we hold ourselves to. Not because it's a requirement, but because it's right.



 **ConGlobal**