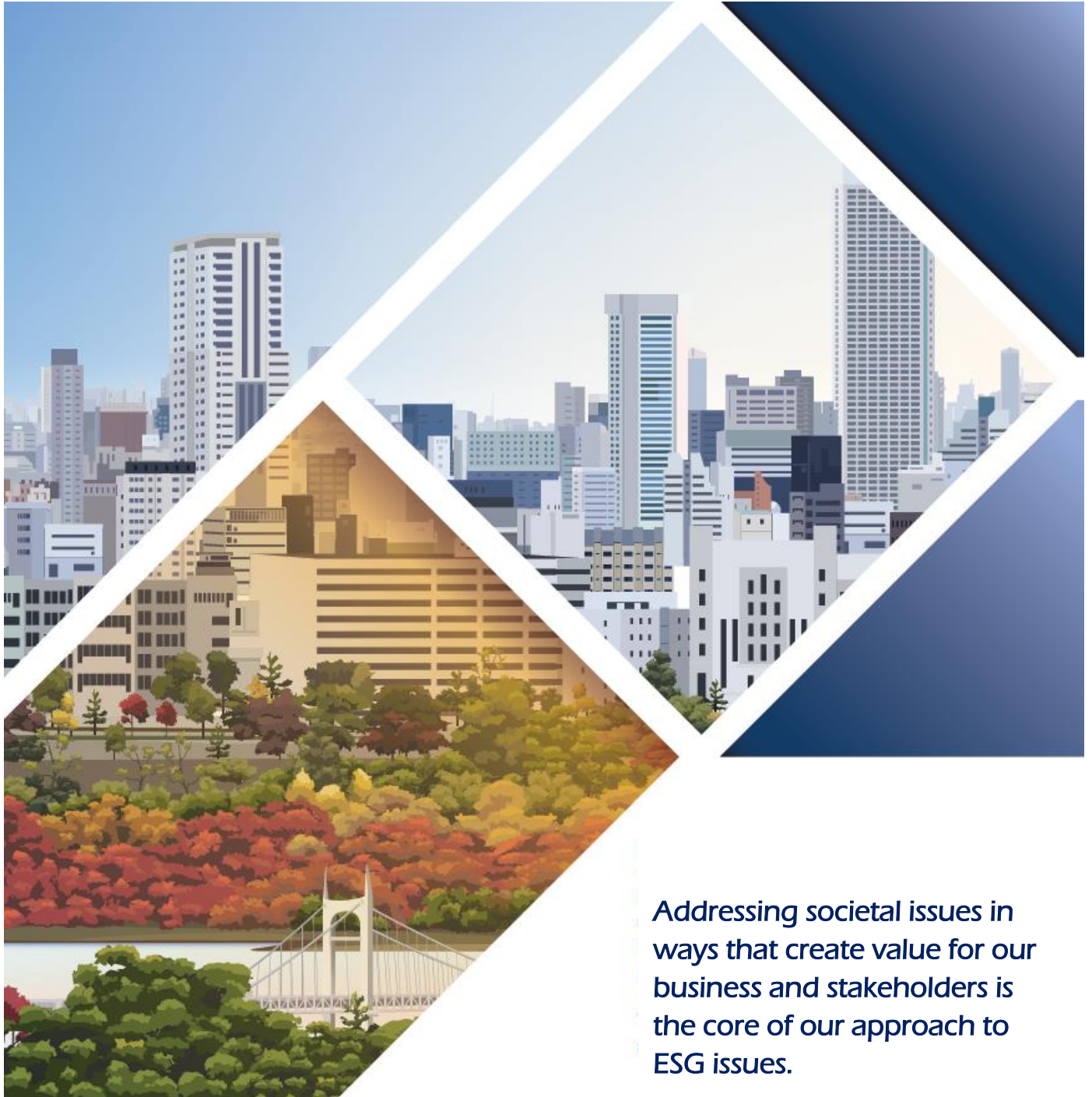


# Environmental, Social & Governance Program 2025



Addressing societal issues in ways that create value for our business and stakeholders is the core of our approach to ESG issues.

# About our ESG Program

At Paramount, we are firmly committed to addressing societal issues in line with the principles outlined by the UN Global Compact and the UN Sustainable Development Goals. We understand that generating value for both our business and stakeholders is fundamental to achieving lasting success. Our strategy revolves around maximizing long-term value through responsible practices across environmental, social, and governance (ESG) realms.

The ESG Program we've implemented involves forward-looking statements, reflecting Paramount management's current assumptions and expectations. This encompasses statements about our ESG targets, goals, commitments, and programs, as well as other business plans, initiatives, and objectives. However, actual future results, including the attainment of our targets or commitments, may differ significantly due to changes in circumstances, unrealized assumptions, or other risks, uncertainties, and factors.

We actively engage with our stakeholders to ensure that our actions create value for our customers, cultivate economic opportunities for our employees and suppliers, contribute to the well-being of local communities, and advance environmental and social sustainability across our business and supply chain. By aligning our priorities with the most relevant ESG issues for our business and stakeholders, we aim to have a meaningful impact where it matters most. This approach not only contributes to a more sustainable and equitable world but also strengthens the resilience and competitiveness of our business in the long term.

Leadership in ESG matters begins with our Founders and extends throughout our organization. Paramount's executive team sets the ESG agenda and provides dedicated management and oversight of our ESG initiatives and goals. Business leaders within Paramount shape and execute ESG strategies tailored to their departments and functions.



# Message from our Founders

The world is full of opportunities and challenges. We face a long list of social and environmental challenges in addition to the economic crisis and their impact around the world. Paramount is guided by a desire to serve all of our stakeholders: customers, employees, suppliers, communities, and the planet.

Paramount has long taken a shared value, whole-system approach to ESG issues. We aim to do more than operate responsibly and mitigate business risk; we want to create value for business by better serving our customers and stakeholders and helping to transform related societal systems for more equitable and sustainable outcomes.

Our natural systems indicate that we are not doing enough for our planet. As such, we aim to decarbonize our operations and eliminate waste, as well as protect, manage, and restore nature and advance prosperity and equity for our employees and the people who participate in our supply chain.

Today and every day, we are committed to the safe and efficient movement of our customers' belongings through any possible regulation change, labor strike, political instability, humanitarian crisis, extreme weather, or natural disaster.

We have updated our ESG priority issues based on recent stakeholder engagement, reflecting stakeholder expectations, relevance to our business and Paramount's ability to make a difference in four broad themes of Opportunity, Sustainability, Community, and Ethics & Integrity.

The challenges facing business and society require collective action from all of us. Small, widespread changes in individual behavior can produce large-scale, positive effects. We believe businesses can be part of the solution and, as a stakeholder in Paramount, your collaboration on this journey is key to meeting these challenges. We look forward to facilitating positive change, together.

Mike Keller & Grace Bishar

Founders



# Our Company

Established in 1996, Paramount Transportation Systems stands as a premier provider of global moving services, boasting strategically situated operational facilities and customer service hubs across the United States, Canada, Asia, and Europe.

Specializing in the transportation of household goods, personal effects, vehicles, and pets for employees of multinational corporations and Fortune 500 companies, Paramount holds the status of a licensed global freight forwarder. With nearly 45,000 shipments managed annually, spanning over 170 countries, we have facilitated the relocation of hundreds of thousands of families worldwide, earning the trust of numerous corporations who have chosen us as their preferred partner for this vital function.

## Mission

At Paramount, we lead in the global management and movement of household goods, driven by our commitment to delivering unparalleled service to every company and individual we serve. Through operational excellence and value maximization, we strive to exceed customer expectations by focusing on cost reduction, value enhancement, relationship building, and minimizing the challenges associated with one of life's significant transitions.

## Stakeholders

- Customers: Convenient access to quality, affordable products and services
- Employees: Purpose-driven work; opportunity for good jobs and upward mobility
- Suppliers: Access to customers and support for supplier development and growth
- Business partners: Access to and understanding of engaged customers for our partners
- Communities: Resources to build stronger, more inclusive communities
- Planet: Reducing emissions, waste and renewing approach

## Corporate Purpose & Values

We are committed to providing the highest level of service to each company and individual we assist through operational excellence and maximized value. We focus our efforts on reducing costs, enhancing value, building lasting relationships and minimizing the challenges and stresses associated with one of life's biggest changes. Our values include:

- Acting with integrity
- Striving for excellence
- Serving the customer
- Respecting the individual

# ESG Program - Environment

At Paramount Transportation Systems, we recognize the critical importance of environmental conservation and sustainability in our business operations and overall corporate responsibility. As a signatory of the UN Global Compact, we are committed to developing our environmental sustainability policies in the context of the United Nations Global Compact Principles 7, 8, and 9, and its actions aligned with United Nations Sustainable Development Goal (SDG17) and SDGs 7, 11, 12, 13, 14, 15, and 17.

We view environmental responsibility and sustainability as integral components of our corporate identity. Through our collective efforts, we aim to make a positive impact on the world we live in, and we encourage all employees, and Suppliers, to embrace and contribute to our environmental and sustainability goals.



## Our Commitment to Sustainability

- We are committed to achieving the highest standards of environmental responsibility and sustainability in all our activities, products, and services. Our commitment extends to:
- Reducing our carbon footprint by implementing energy-efficient practices and adopting renewable energy sources where feasible.
- Minimizing waste generation, promoting recycling, and adopting responsible waste disposal methods.
- Conserving natural resources by managing water usage and sourcing materials with low environmental impact.
- Promoting sustainable transportation options for our clients, customers, employees and encouraging public transportation, carpooling, the use of electric or hybrid vehicles, and transportation volumes and modes.
- Ensuring that we track the Carbon footprint of our services so that our clients are able to understand the impact of their mobility policies and find opportunities to reduce or offset carbon emissions.

## Environmental Management System (EMS)

To ensure our continued focus we created and implemented a formal Environmental and Management System. The EMS serves as a comprehensive framework that guides Paramount's efforts to identify, monitor, and mitigate environmental impacts across its operations. By integrating environmental considerations into its business processes and decision-making, Paramount aims to enhance resource efficiency, reduce emissions, and foster a culture of environmental stewardship throughout its organization.

## EMS Overview:

- Conduct annual reviews of our EMS: Involving top management and relevant stakeholders. Assess the performance, effectiveness, and areas for EMS improvement.
- Objectives and Targets: Review and set new environmental objectives and targets, considering the company's current environmental performance.
- Monitoring and Measurement: Continue monitoring and measuring environmental performance against set targets. Ensure data collection remains accurate and consistent.
- Communication: Review the effectiveness of internal and external communication processes, ensuring that stakeholders are informed about our Goals and Progress.
- Suppliers and Contractors: Assess the environmental performance of suppliers and contractors and ensure they adhere to your environmental standards and requirements.
- Training and Awareness: Ensure that employees receive appropriate training and awareness programs on environmental responsibilities and changes in EMS procedures.
- Reporting: Prepare and publish annual environmental performance reports, communicating achievements, goals, and challenges to stakeholders.

## Our Long Term Goals

- Goals base on Science Based Target initiative (SBTi). We will achieve a 3.25% decrease in our company's carbon emissions (tCo2e) in 2025 based on 2024 emissions, and decrease 30% by 2030 based on our base year of 2019. We will be Carbon Neutral by 2050.
- Renewable energy: Natural Electricity is the biggest contributor to our operational carbon emissions. We are committed to 100% renewable electricity by 2050 both through systems installed at our facilities and through purchases from external providers.
- Efficiency: We are incorporating efficiency in lighting, heating, ventilation and air conditioning (HVAC), refrigeration and other categories such as plug loads. As our existing buildings and equipment age, we aim to replace or upgrade older equipment with the latest in high-efficiency technology.
- Onsite fuels: A key part of our de-carbonization strategy is to reduce our dependence on combustible fossil fuels for heating, cooling and backup power by increasing efficiency, transitioning to cleaner fuels and electrifying equipment.
- Customer engagement: Providing customers options to reduce their Environmental impact for the services they purchase from us.
- Supply chain: We continue to encourage our suppliers to adapt the UN Global Compact Principles, and to work toward 100% reusable, recyclable and compostable packing material.

## Our 2025 Environmental Actions

- Scope 1 Measurement Expansion
  - Identify additional Scope 1 items to measure, allowing us to better understand and manage the full spectrum of our direct emissions.
- DSP tCo2e Tracking
  - Identify and track the main emissions related to our Destination Services product
  - This information will be included in our 2025 environmental report.
  - Initiatives to explore include:
    - Virtual and self-service capabilities.
    - Schedule and attend appointments on line vs. in person where possible (e.g. Social Security no., driver's license, bank account set up, etc.).
    - Target / promote green housing options where available.
- Timely Metric Publication
  - In Quarter 1 2025, we will publish our 2024 environmental metrics, ensuring transparency and accountability
  - In accordance to the UN Global Compact we will produce a 2025 environmental report in December 2025

- Explore Ecovadis Certification
  - We will explore this certification to see how it can assist us in meeting our Environmental and sustainability program goals.
  - We expect to complete the review and if we decide to obtain this certification, we will create the implementation plan in 2025 with implementation in early 2026.
- Discard and Donate Program
  - This program help customers reduce the volume and tCo2e impact of their Household Goods move.
  - Investigate offering this service to our Corporate clients and implement if there is interest

## Other Sustainable Affiliations, Initiatives and Programs

Paramount Transportation Services is proud to work with the following organizations to develop and succeed in our Environmental initiatives:

- UN Global Compact
- Coalition for a Greener Mobility
- FIDI Global Alliance
- One Tree Planted
- SmartWay
- Ecologi Reforestation Projects in Uruguay and Panama



# ESG Program - Social

At Paramount Transportation Systems, we understand the critical importance of our Social programs, which encompass considerations for human rights, labor practices, diversity and inclusion, and community engagement. As a signatory of the UN Global Compact, we are committed to developing our social policies in the context of the United Nations Global Compact Principles and the Social actions aligned with United Nations Sustainable Development Goal including SDGs 1, 2, 3, 4, 5, 8, 9 and 10.

We view Social responsibility as an integral component of our corporate identity. By prioritizing social responsibility, we contribute to poverty alleviation, gender equality, and access to education and healthcare, aligning with the broader objectives of sustainable development. Furthermore, addressing social issues enhances stakeholder trust, mitigates risks, and fosters resilience, ultimately driving long-term value creation and sustainable business growth.



## Our Social Program

To prioritize our commitment to social programs, Paramount's ESG management team spearheads efforts in identifying, monitoring, and promoting social programs for both our employees. By embedding social considerations into our business processes and decision-making, Paramount aims to cultivate a pervasive culture of social responsibility across the organization, and make a positive impact within our communities and beyond.

### Program Overview:

- Conduct annual reviews of our Social Programs: Involving top management and relevant stakeholders. Assess the performance, effectiveness, and areas for Program improvement.
- Objectives and Targets: Review and set new Social objectives and targets, considering the company's current progress towards our Goals.
- Monitoring and Measurement: Monitor and measure Social Program's performance against set targets. Ensure data collection remains accurate and consistent.
- Communication: Review the effectiveness of internal and external communication processes, ensuring that stakeholders are informed about our Goals and Progress.
- Suppliers and Contractors: Assess the Participation of suppliers and contractors and ensure they adhere to Social Program Goals.
- Training and Awareness: Ensure that employees receive appropriate training and awareness programs on environmental responsibilities and changes in Program procedures.
- Reporting: Prepare and publish an annual Social performance report, communicating achievements, and progress towards our goals

# Our Long Term Goals

## Employees

Paramount is dedicated to creating an inclusive and equitable workplace where everyone has the opportunity to advance in their careers, regardless of their starting point. By doing this, we attract, develop, and retain talented individuals who deliver excellent service to our customers daily. Our mission, centered on reducing costs, enhancing value, fostering lasting relationships, and easing life's transitions, is achieved through the efforts of our employees and supplier partners.

Investing in employee career paths, including training, competitive wages, and advancement opportunities, has bolstered our workforce and contributed to our growth and retention. As work dynamics evolve, we continue to attract diverse talent capable of thriving in a changing environment.

We believe that investing in frontline relocation coordinators benefits not just Paramount but also communities by providing good jobs and pathways to higher-wage careers. Our goal is to accelerate employee professional development through competitive compensation, training programs, and growth-oriented career paths.

## Diverse Talent Pipelines

Our diverse workforce serves as a talent pool for future leaders, enabling us to adapt to evolving business demands and better serve our diverse customer base. We are committed to equitably hiring, developing, and rewarding employees at all levels.

## Pay Equity

Paramount ensures fair pay regardless of race, ethnicity, or gender. We employ practices such as gender-neutral job descriptions, blind recruitment, and market-based pay rates to maintain pay equity. Additionally, we provide transparency and avenues for employees to address concerns confidentially.

## Employee Well-being

We prioritize the financial, physical, and emotional well-being of our employees through competitive compensation, benefits, flexible scheduling, and support for emotional wellness.

## Education

Through various channels such as employee communications, industry publications, and other platforms, we actively disseminate information on social issues and advocate for the United Nations Principles.

We provide regular training sessions covering various topics such as community engagement, wellness initiatives, and environmental stewardship. These training sessions empower our employees with the knowledge and skills to actively contribute to positive social change both within and outside the organization.

## Local engagement

By engaging with our communities through volunteering, organizing charity events, or supporting local initiatives, we strive to make a positive impact in the places where we live and work.

## 2025 Social Actions

- Employee
  - Continue our companywide wellness challenge to promote healthy eating and exercise; continued education through the employee newsletter
  - Improve our training library for all employees to access for improving basic skills, e.g. Excel, Word, Outlook
  - Living wage review and possible certification. We will review all salaries and compensation packages to ensure we meet local living wage requirements. If appropriate, we will obtain certifications in 2026.
- Awareness
  - Promote ways to conserve water through employee education
  - Promote employee use of energy-efficient appliances and lightbulbs
  - Promote employee awareness on food waste and using local farmers
  - Employee awareness education on recycling
  - Educate employees and promote the UN's Act Now Campaign, encouraging employees to use the Act Now app to track their change
- Community
  - Engage offices, and look for opportunities, to participate in a companywide community cleanup day
  - Encourage 8 hours per year for community service to each employee
  - Look for opportunities to increase participating in Move For Hunger. An organization that brings unwanted food from those moving their Household Goods to those in need.

## Other Sustainable Affiliations, Initiatives and Programs

Paramount Transportation Services is proud to work with the following organizations to develop and succeed in our Social initiatives:

- UN Global Compact
- FIDI Global Alliance
- Greeley-Weld Habitat for Humanity
- Move For Hunger
- Home Sweet Home
- Great Lakes Orthopedic Relief International



# ESG Program – Governance

At Paramount, the Governance aspect of an Environmental, Social, and Governance (ESG) program is crucial as it establishes the framework for ethical and responsible decision-making within our organization. It encompasses the structures, policies, and procedures that guide how we operate. Effective governance ensures accountability, transparency, compliance with regulations, and helps mitigate risks to ensure the success of our long-term ESG goals.

As a signatory of the UN Global Compact, we are committed to developing our Governance policies in the context of the United Nations Global Compact Principles and the Governance actions aligned with United Nations Sustainable Development Goals.



## Our Governance Program

- Conduct annual reviews of our Governance Programs: Involving top management and relevant stakeholders. Assess the performance, effectiveness, and areas for Program improvement.
- Objectives and Targets: Review and set new Governance objectives and targets, considering the company's current ESG Goal performance.
- Communication: Review the effectiveness of internal and external communication processes, ensuring that stakeholders are informed about our Goals and Progress.
- Suppliers and Contractors: Assess the Participation of suppliers and contractors and ensure they adhere to Governance Program Goals.
- Training and Awareness: Ensure that employees receive appropriate training and awareness programs on environmental responsibilities and changes in Program procedures.
- Reporting: Review and approve our annual environmental performance reports, communicating achievements, goals, and challenges to stakeholders.

## 2025 Governance Actions

- Conducted annual Disaster Preparedness testing to ensure efficacy of our plan
- Review and approve our Environmental Management System and control documents, from a corporate governance perspective.
- Review ESG reporting to validate accuracy of data and results
- Provide Training to employees to increase awareness of Governance topics
  - Global Anti-Corruption
  - Foreign Corrupt Practices Act
  - General Data Protection Regulation
  - Data Privacy and Security
  - Cyber Security
- Continue to explore, propose, and implement additional ways to promote internally and externally our company culture of Good Governance; and within the focus areas of the UN Global Compact

- Accountability
- Inclusivity
- Integrity
- Transparency
- Downstream Suppliers
  - Annual review of Supplier Agreement to ensure proper ESG wording
  - Continue signing of our Supplier agreement with suppliers used in our supply chain
  - Develop and Implement an anti-corruption compliance program
  - Begin tracking suppliers who have programs in line with the UN Global Compact and the Paramount ESG culture

## Other Sustainable Affiliations, Initiatives and Programs

Paramount Transportation Services is proud to work with the following organizations to develop and succeed in our Governance initiatives:

- UN Global Compact
- FIDI Global Alliance

