GROWING THE VALUES THAT DRIVE US FURTHER

2024

CORPORATE SOCIAL RESPONSIBILITY REPORT

Contents

The Pillars of Morgan Culture

The four pillars of Morgan's culture express our commitment and guide our decisions and actions. We believe in:

Investing In Relationships: For corporate social responsibility (CSR), this means advocating for inclusion and opportunity for our employees and our supply chain partners and vendors.

Finding A Better Way: We make the world better and more sustainable when we invent ways to do more with fewer resources. When we succeed, more people have access to the goods and services that empower their lives.

Defining Our Own Destiny: At Morgan, we look for the right thing to do and then find a way to do it.

Excellence Every Day: All the other qualities of our culture also can be summed up in these three words. From the efforts of our founders on Morgan's very first day to those of our team members around the world today, we demand the best of ourselves. We also demand it from our colleagues, suppliers, customers and communities.

Our Corporate Social Responsibility Vision

We're driving towards a better future.

Across Morgan and all over the world, we are deepening our commitments to be a force for a more prosperous, sustainable and inclusive world. We realize that every source of change and empowerment starts with a supply chain. When we strengthen those systems, we build pathways to individual and societal progress.

Since its founding, Morgan has built its business through transformation. Where others accept the status quo or settle for incremental change, we see opportunities for reinvention. There is so much ahead for us to do: improving stewardship of resources; championing diversity in our workforce, our partners and our community; and designing the systems that widen access to products and services. But with every milestone along our journey, Morgan will keep driving ahead.

From The CEO: Seeing Better. Delivering Better.

Better. It's one of those words that we all think we know what it means. But when we try to define being "better," things get tricky. For example: Is it better to get goods to the consumer faster or to move them as cheaply as possible?

At Morgan, we love a good challenge. So, we deliberately chose "Seeing better. Delivering better." as a goal and key message to our customers. The only way we would hit those marks would be to solve supply chain problems in ways that were measurably better all around. Better for our customers. Better for our company. And, better for the environment.

If someone tells you that's impossible, we think they're just not trying hard enough. Here's just one real example of being "better" at Morgan. Statistics vary, but several recent studies suggest that about one third of all long-haul truck space is empty. That's a huge waste of resources and capability. As Morgan builds its "better" U.S. ground transportation network, we want to fill every cubic foot of truck space.

In 2024, we worked with a Fortune 50 manufacturing client to consolidate the already-efficient routes we were operating for them. By analyzing their data and more actively managing shipments, we were able to eliminate the equivalent of 1,000 truckloads of annual freight in our system, or nearly 600,000 miles of driving.

The result was a significant cost efficiency for our customer. We benefited, too, from those consolidated truckloads. Because we were moving goods to Morgan-managed and dedicated trucking operations, visibility and on-time, damage-free performance improved. (Morgan's network delivers more than 99 percent of freight without any service exceptions, far above industry averages.) Communities along our routes benefited from less traffic congestion, pollution and wear on infrastructure. Those miles not driven also added up to thousands of metric tons of averted carbon emissions.

That's truly better by anyone's definition. And that's the standard to which Morgan holds itself as we build a better transportation network.

I'm pleased to present this latest version of Morgan's corporate social responsibility report. While there's always more work to be done, we are proud of the accomplishments on the following pages and in our previous reports.

DW Morgan

A Morgan Profile: Redefining What Better Means.

Morgan transforms supply chain efficiency by creating better transportation supply chain solutions for its manufacturing clients, some of the world's largest and most complex supply chains. As of May, 2025, that included two of Gartner's Top 10-rated manufacturing supply chains and three Forbes "Global 2000" top 50 technology companies.

When we succeed, our customers experience lower costs, improved product availability, enhanced customer satisfaction and better coordination between supply chain partners.

While these outcomes drive business value, our competency at creating custom infrastructure and solutions also leads to social gains. Some of the notable CSR values of Morgan custom supply chain networks are:

Increased utilization and productivity. According to data from the World Economic Forum, an estimated 43% of trucking capacity is wasted by vehicles driving with less-than-full loads—even sometimes completely empty. Better data and analytics enable us to identify routes where it's possible to create regular, dedicated truckloads for our customers. That results in fewer carbon emissions per kilo of freight moved.

Improved supply chain orchestration. When suppliers' actions aren't coordinated in complex supply chains, the result is a lot of waste: goods left waiting during transit, "safety stock" buffers sitting idle on warehouse shelves, extra shipments, component materials left unused, inventory unsold.

Morgan networks get the right goods to the right places at exactly the right time—with dramatically less waste in materials, transportation and effort. The company's global control tower services bring technology and human expertise together to ensure maximum efficiency for clients' global transportation.

Less carbon-intensive modes of transit. Many expedited shipments result from lack of coordination between suppliers and poor alignment between groups inside the enterprise. Better data and custom approaches enable Morgan to shift cargo to dramatically less carbon-intensive transportation modes. Moving goods by truck instead of train can reduce carbon emission by three to six times,

and ocean transit can be 10 to 50 percent less CO_2 emission compared to air according to research by the UK's Department for Environment, Food and Rural Affairs.

Smarter decisions through innovative financial models. Morgan provides a variety of inventory management solutions. The company pioneered the use of third-party inventory ownership, which can help to create short-term buffers of goods. When financial pressure and payment terms aren't an issue, Morgan clients are able to optimize transportation and inventory levels. They're also able to minimize environmental impact. More recently, Morgan partnered with Taulia, the supply chain fintech leader, to broaden its portfolio of inventory finance solutions.

Use of technology to gather better insights and take more efficient actions. Morgan's proprietary tracking and analytics technologies enable all partners in a supply chain to share and coordinate end-to-end information. The insights generated by Morgan control towers leverage that technology, together with expert human management, to drive visibility, efficiency and continuous improvement.

Morgan Certifications

Attaining third-party certifications for quality, security, sustainability and commitment to diversity are an important part of how Morgan pursues excellence every day.

Here are highlights of our current affiliations and accreditations.

International Air Transport Association (IATA) Member

U.S. Customs and Border Protection Customs-Trade Partnership Against Terrorism (C-TPAT) Member

U.S. Environmental Protection Agency
SmartWay Certified Transport Partner

Transporte Limpio
(Mexico clean transportation program) member

International Organization for Standards
ISO 9001: 2015 certified by NQA

Transported Assets Protection Association
(TAPA) member

National Minority Supplier Diversity Council
(NMSDC) Certified CorporatePlus™ member

Americas

Portland, Ore. USA
San Jose, Calif. USA
Sacramento, Calif. USA
Los Angeles, Calif. USA
Phoenix, Ariz. USA
Albuquerque, New Mex. USA
El Paso, Tex. USA
Austin, Tex. USA
Houston, Tex. USA
Dallas, Tex. USA
Nuevo Laredo, Tamaulipas, MEX
Guadalajara, Jalisco, MEX

Asia Pacific

Hong Kong, CHINA
Manila, PHILIPPINES†
Laem Chabang, THAILAND
Penang, MALAYSIA

† APAC Regional Headquarters

Europe

Dublin, IRELAND
Gothenburg, SWEDEN

Corporate Offices

Carson City, Nev. USA

Global Capabilities

Morgan also leverages the more than 5,000 locations of the World Cargo Alliance to establish its own additional operations when requirements dictate.

The Culture That Drives "Better" At Morgan

A Lasting Commitment to Social Responsibility
Morgan recognizes its responsibility to make a positive contribution to the industry it serves and the communities where it operates. The company is committed to integrating social, human, environmental and economic initiatives into its everyday activities.

As part of this process, management has defined the company's sustainability vision, values, and objectives. Defining these critical components of sustainability not only provides guidance as the company moves forward, but it also makes public Morgan's views on what the organization values.

Since 2014, D.W. Morgan has partnered with external sustainability consultants to develop and implement a sustainability strategy. In 2020, we completed a full audit to recognize areas of sustainability strength, while also identifying opportunity areas where new initiatives could improve sustainability performance. Our current partner, Meliorem Solutions, is working with us to update our strategy and identify next steps to continue our successes in sustainability. Much of this work and the resulting strategy can be found in this document.

Morgan's Sustainability Vision
Morgan is committed to driving efficiency throughout our customers' supply chain networks. We promise to leverage next-generation technologies with our decades of knowledge and experience to store, move, and deliver products people need. Most importantly, we will operate in a socially responsible way while reducing environmental impact and enabling our partners to do the same.

Sustainability Culture
Renowned business consultant, Peter Drucker, once remarked that "culture eats strategy for breakfast." While Morgan agrees that culture is paramount for success, we would argue that culture is actually a strategy. While various services and elements of our business have changed over three decades, the values that founded our company still form the heart of our offering. And, even though today's Corporate Social Responsibility (CSR) metrics didn't cross our minds as a startup, the values that define ESG align with our goal to create sustainable value for our company, our employees, our customers, and the communities in which we work.

In 2019, Morgan formalized its statement of culture into four "pillars." These guide our every decision and action as they align our company with CSR values.

Investing In Relationships

Morgan commits to its customers for the long haul. Our longest-term client spans nearly the entire life of our company, and other major clients have relied on Morgan for more than two decades. That's not a coincidence. We take the time to know our customers, making sure that we understand their businesses and challenges.

Investing in relationships also applies to how we treat our suppliers and our employees. Morgan has a long-term commitment to workforce and supplier diversity. The company has been certified as a Minority Business Enterprise by the National Minority Supplier Diversity Council (NMSDC) for about 20 years. Morgan earned the additional Corporate Plus™ status in 2006, recognizing its ability to execute global-scale assignments for large enterprise customers.

Morgan has located operations in opportunity zones and sought to employ a wide range of diverse employees: 74% of Morgan's U.S. workforce is ethnically diverse and 35% of our female team holds management positions.

Morgan has sponsored staff and management attending minority entrepreneur programs at Dartmouth's Tuck School of Business, UCLA's Management Development Program for Entrepreneurs, Northwestern University's Graduate School of Management, USC and Stanford University's graduate business school. Overall, we believe we have made a tangible contribution to the success of others, and we look forward to continuing these efforts in the future. As recognition of the above initiatives, Morgan CEO and Founder David Morgan has been recognized with NMSDC's Lifetime Achievement Award.

Defining Our Own Destiny

Technology innovations and analytics have helped us develop new solutions to increase efficiency for our clients. To be sure, it takes intelligence of both the digital, artificial and human kinds in order to make meaningful improvements. Morgan's control tower solutions provide the data that helps our experts design better operations.

Existing control towers focus on using software to identify exceptions and monitor shipments. By contrast, we combine our expertise with both software and savvy. So, customers can fill in their existing visibility gaps with our custom-developed platform. That data is complemented by Morgan's Manila-based team of supply engineers who can manage issues around the clock as they emerge. Our experts also analyze the entire supply chain to spot opportunities for improvement.

Morgan began reporting carbon metrics in 2011 and has utilized a third-party audit of its results since 2014. In that time, we have reduced reported carbon dioxide emissions by over 2,100 metric tons annually and implemented strategies to reduce packaging waste by more than 245,000 pounds. These efforts led to Cisco Systems honoring Morgan with its "Excellence in Sustainability" supplier award. Morgan has also been named five times as a winner of Supply & Demand Chain Executive's "Green Supply Chain" award. Our company is a certified participant in the US Environmental Protection Agency's SmartWay program. We also participate in the Carbon Disclosure Project.

Morgan's commitment to reduce waste extends to its aggressive IT asset management. Instead of just disposing of equipment at the end of its usefulness, Morgan has developed programs to donate obsolete equipment, make it available to employees and recycle it when possible.

Excellence Every Day

For some companies, that's just a slogan. At Morgan, going beyond expectations is how we establish deep trust with our clients. It's the way we build long-term partnerships. We may gain a customer based on the idea of transforming operations into something better. Yet, it's maintaining those operations as world-class levels that keeps the client coming back for more.

Even when things are running well, that "excellence every day" mentality is what helps us move from "good" to "great." We constantly evaluate our business, our customers and ourselves and adapt to changing conditions and opportunities.

For CSR, this means that our efforts aren't an initiative, they're an ongoing program with the goal of continuous improvement—for our clients, the environment, our communities, and ourselves.

Morgan's culture of sustainability continues to be recognized. Supply & Demand Chain Executive has honored Morgan six times in its "Green Supply Chains" special awards issue.

Finding A Better Way

Designing better, more responsible solutions is hard work. It's easier to accept limitations for lack of resources or just because a customer said "no."

The path we choose has led Morgan to take on some of the toughest challenges in the world's most essential supply chains. Morgan will always be the company that finds a way. We trust our vision and take responsibility for figuring out how to make that vision happen.

Morgan has created new programs for training and leadership development so that our culture is passed to the company's next generation of leaders. Our culture is built for the broadest definition of success—continuous, socially responsible progress for all stakeholders over the long haul.

Morgan continues to invest in our relationships with the communities where we work and live. In 2024, initiatives included: A self development initiative in the first quarter of the year, employee-driven acts of kindness for the planet on Earth Day, an e-waste recycling drive, and a “giving back” program. The giving back effort brought the Morgan team into relationships with worthy organizations around the world.

Culture In Action: 2024 Highlights

Self Development

Bangkok, Thailand employee Pongpawut Rapiphan ran a 10K race with his wife.

Earth Day 2024

Manila, Philippines employee Paolo Sanil harvested eggplant and celebrated Meatless Mondays in order to aid in the pollution caused by raising global livestock.

Waste Recycling

Penang, Malaysia employees took shredded and unused paper and packaging material to a recycling center.

Giving Back

The Phoenix station donated food, treats, and toys to the Arizona Humane Society.

Growing Morgan's People

Morgan believes that individual differences, backgrounds, and experiences make us stronger when we work together. We ensure that diversity, equity, and inclusion are practiced within the organization by:

- Providing equal employment opportunities in all business decisions.

- Prohibiting discrimination based on age, ancestry, color, family or medical care leave, gender identity or expression, genetic information, marital status, medical condition, national origin, physical or mental disability, political affiliation, protected veteran status, race, religion, sex (including pregnancy), sexual orientation, or any other characteristic protected by applicable laws, regulations, and ordinances.

- Consistently examining our unconscious biases and taking steps to create an inclusive culture that makes everyone in the organization feel welcome.

The National Minority Supplier Development Council (NMSDC) has certified Morgan as a minority-owned business enterprise and awarded it the "Corporate Plus™" designation. This identifies our company as able to take on enterprise-scale assignments on a global basis.

Morgan also allies itself with women-owned businesses as a corporate member of the Women's Business Enterprise National Council (WBENC).

Highlighted Metrics
Female workers make up 24% of our global workforce. 35% of female workers are in management roles. 79% of Morgan's U.S. workforce is considered to be of minority status.

Morgan retains 85% of its U.S. workers annually, and it retains 79% on a global basis.

A Culture of Feedback
Morgan champions employee welfare through regular employee communications, surveys, and feedback. An annual global survey provides insight into overall satisfaction by location and job level. It is also an opportunity for the company to understand current concerns and issues. We use survey scores to measure year-over-year effectiveness. Employee feedback helps us gain insights that we can use to design initiatives for process improvement, employee engagement, job satisfaction and organizational development.

Morgan trains management members to bring forward any employee-related concern that requires higher-level resolution. Our goal is that all concerns are resolved locally, immediately, and appropriately.

Engagement

▪ There has been a greater focus on in-person and individual engagement since the last survey.

▪ All locations held staff appreciation events.

▪ Our local management and senior leadership team increased communication with staff.

▪ We ensured that all staff are receiving and reviewing the company newsletters.

▪ Local managers have been cross-training and documenting key processes in support of resiliency planning and staff training.

35% of Morgan's Female Staff Hold A Management Position

79% Global Retention
85% U.S. Retention

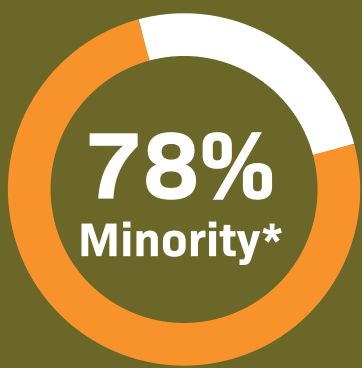
▪ Morgan is maintaining competitive parity by monitoring compensation and benefits in each local market where we do business.

▪ We have improved benefit options (Penang, Malaysia dependent coverage and vision; Guadalajara, Mex. paid time off and life insurance; Manila, Philippines HMO plans and standard allowances; work-from-home employee utility and mobile phone reimbursement; U.S. worker holidays with two added "floater" days off).

▪Manila staff received added advance PTO conversion benefits, in lieu of a payroll loan, for hardship situations.

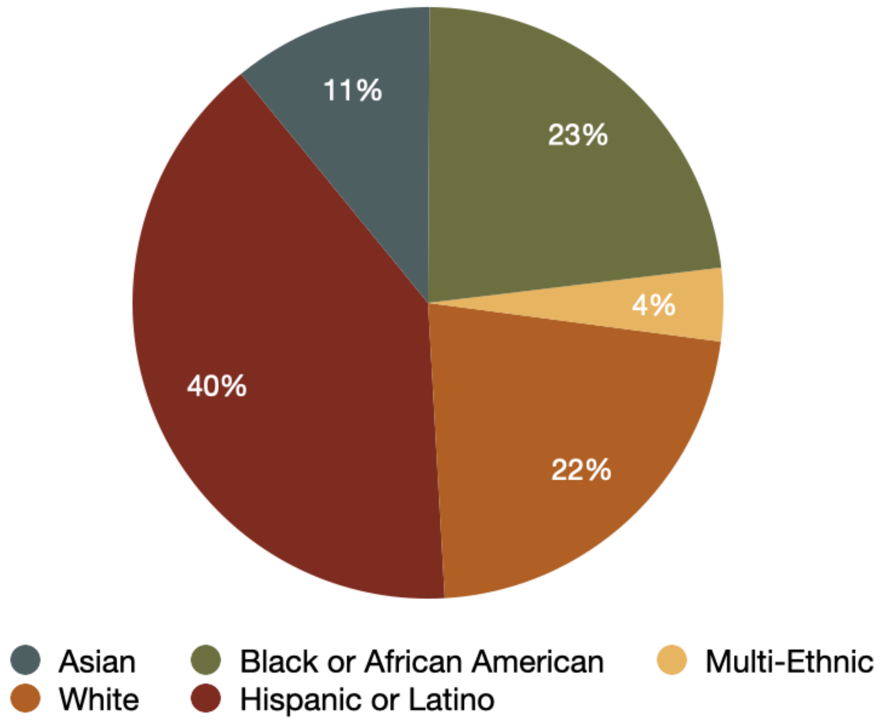
▪ Guadalajara staff now get a monthly meal allowance in lieu of weekly lunches.

▪ In the U.S., Morgan launched a Safe Driver incentive program to improve driver safety and retention.



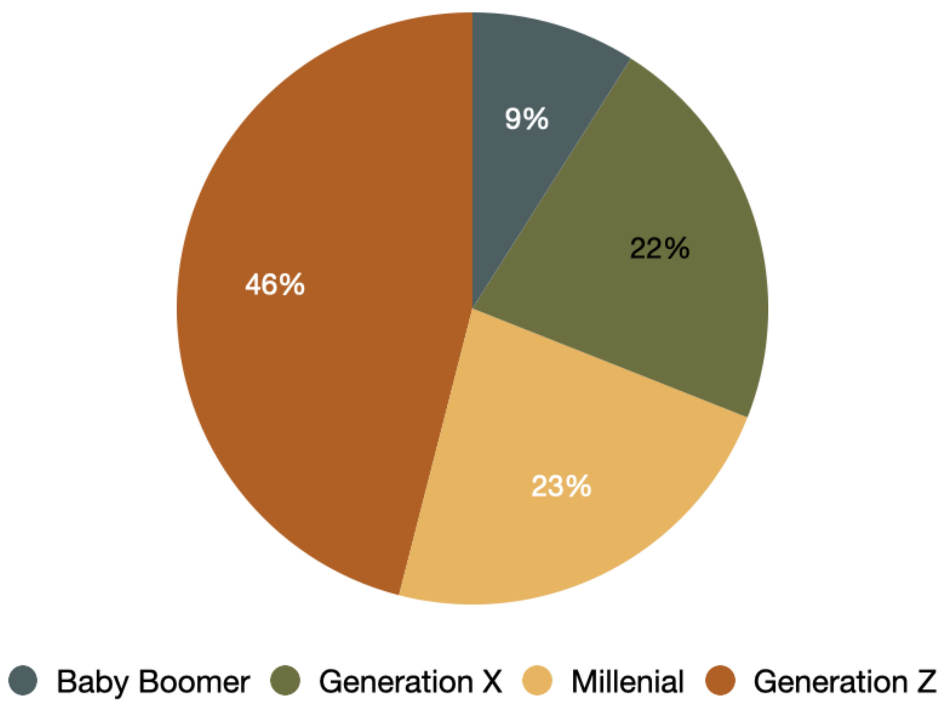
* U.S. workforce

Who We Are: Ethnicity



* U.S. workforce

Who We Are: Generations



Culture And Leadership
90% of participants either agree (30%) or strongly agree (60%) that our stated "Excellence Every Day" pillar value is a top priority at Morgan.

There is strong confidence (86%) in leadership's vision, strategy, and ability to "define our own destiny," which is another of our four pillar values.

A majority of staff members report feeling comfortable sharing ideas with senior leaders and understanding Morgan's process for support and questions.

Communications
Communication ratings are positive overall

94% of survey respondents reported that they are receiving internal communications regularly.

Staff value communications such as: company news/updates, employee spotlights/achievements, getting to know others in the company, job opportunities, general announcements (holidays, birthdays, etc.), industry updates, company activities (team activity, social responsibility challenges, Slack chats), health and safety information and learning about Morgan employees and teams in other countries.

Compensation and Benefits
In our survey, we measured each area of compensation and benefits independently to monitor satisfaction with individual program components. Overall, staff feel that they are compensated fairly for their role in their market area. HR will continue to monitor market and economic trends to remain competitive in all markets.

Survey participants shared the types of additional recognition that they most value. These include service milestone recognition, food vouchers, gift cards, recognition in company communications, direct recognition from the management team, time off, team dinners, and events.

Career Development and Training
As a global organization, Morgan is committed to providing employees with the skills and knowledge they need to perform to consistent quality standards in all locations and job functions. In addition to the standard regulatory and compliance training, such as health, safety and quality standards, the company has implemented standard training for new hires, appointed safety team members, and implemented other operations-based requirements.

While it's critical that we train employees to excel every day in their current roles, we also believe in supporting future career growth. We encourage staff to attend industry-based conferences and seminars that ensure they are up to date with skills specific to their area of expertise.

In our latest employee survey, 86% of participants feel satisfied and challenged in their role and 68% feel they have adequate training.

Job-specific skills, such as leadership training, job-specific upskilling or certifications and industry-specific or operations certifications are the most requested areas of career development.

Harassment Prevention Training: We use Cal-Chamber of Commerce standards for management- and employee-level harassment training, which also covers workplace bullying. Though this curriculum is mandatory only in California, we apply it across the U.S. as a best practice.

Professional roles: (HR, finance, security, etc.) may require job specific training for certifications or recurrent training requirements.

IT: Our tech employees completed over 200 hours of training in 2024.

Security: As an essential link in sensitive supply chains, Morgan complies with all required Transportation Safety Administration (TSA) and regulatory agency training / registration. We are also registered as a compliance manager for the Department of Transportation Federal Motor Carrier Safety Administration (DOT / FMCSA).

Finance: Our finance team completes recurrent training for CPA, audit procedures, company filings and registrations.

Human Resources: Our staff maintains the Senior Professional in Human Resources (SPHR) certification through HRCI, which requires 60 hours of continuing education every three years. Of this, 15 hours must be in business management or strategic HR and minimum of one hour in ethics.

Employee Recognition
Morgan reflects its people's achievements. We ensure that employees know what it means to pursue excellence every day through the ChampionShip quality metrics program, our employee-recognition events and the success stories we share in Morgan's company-wide, monthly newsletter.

2024 Safety Initiatives

Safety Policies
Morgan maintains many formal policies to ensure consistently safe operations. Below are some of the company's key documents for safety.

Morgan's **Health and Safety** policy outlines our shared responsibility to maintain safe and healthy workplaces. All work-related safety issues must be reported to local management as soon as they are discovered. Faulty equipment must be tagged out for non-use until repaired or replaced.

Local management conducts monthly **OSHA compliance** inspections, which include general facilities, furniture, equipment safety, fire hazards, emergency equipment, first aid supplies, automated external defibrillators (AEDs), exit routes, cleanliness and storage and staging areas. Any items marked as unacceptable must be addressed within 30 days.

Morgan also has a documented internal process for **work related injury or illness**. All work-related injuries must be reported to human resources (HR) staff regardless of perceived severity. The HR staff manage subsequent documentation, care plans, interactive processes, and return-to-work plans. They also process and manage any workers' compensation claims.

All medical information is kept confidential: Only return to work or required work modifications are reported to the local manager. In 2024, Morgan had one recordable injury claim resulting in days away from work. After review and medical evaluation, we determined that the incident occurred due to pre-existing injury and recurrence. This contributes to a low experience modification rating and the lowest possible insurance premiums.

Our **Driver Expectation** policy explains the minimum performance standards for commercial drivers. It applies to all Morgan drivers as well as partner or outsourced drivers working on behalf of Morgan. This document includes Department of Transportation (DOT) regulations, security measures, safety rules and prohibited conduct (for example, using a hand-held communications device while driving, leaving a loaded trailer unattended, transporting unauthorized passengers, leaving the scene of an accident). Repeated violations of this policy typically result in loss of driving privileges.

The **Accident / Incident Reporting** policy outlines roles and responsibilities in the event of a work-related vehicle accident or incident resulting in damage to third-party property. Drivers have a responsibility to report occurrences immediately to their supervisor. They must follow all procedures at the accident site, collect information and field reports.

In addition, drivers are required to cooperate with post-accident procedures such as equipment inspection, post-accident drug and alcohol testing and internal documentation of the event.

Each file is then submitted to a review committee. The accident committee reviews the details of each case to determine fault, liability, and whether the event was preventable or non-preventable. Corrective and disciplinary actions are determined based on details of the case. These may include coaching, training, written warnings or other measures. The case is then processed for insurance claims and equipment repairs are initiated. Morgan had no DOT-recordable accidents in 2024. Of the reported claims for 2024, 89% were caused by outsourced drivers and classified as preventable with minor property damage.

Morgan participates in a voluntary "how's my driving" **motorist observation reporting** (MOR) program through SafetyFirst. Each trailer is equipped with a decal that includes an ID and phone number for reporting unsafe driving. This program helps to identify driver habits or safety issues before they become an accident. It reinforces our commitment to safety, both internally and to the public, and reduces our insurance premiums. When a MOR is received, it is sent to the local manager of the decaled vehicle for review. The local manger discusses the report with the driver and takes steps to validate the report (i.e., use dash cam footage, GPS tracking to verify speed, location, driving conditions, etc.). Many times, the report results in coaching of the driver and recordkeeping. Patterns of unsafe driving can prompt more detailed discussions or disciplinary actions.

HR staff maintain all personnel files, training records, payroll records, DOT files, and employment-related documents. All information is held confidentially and shared only on a need-to-know basis or as required by law. Local managers have access to non-confidential records in electronic form, such as training or policy acknowledgements, performance reviews, licenses and certifications. Staff meeting and policy acknowledgement forms are saved to Google Drive folders managed by the HR department. We utilize ADP's HRIS system for recordkeeping and reporting of many items, including licenses, certifications, recurrent training, job specific training courses, company equipment, MORs, accident reports and disciplinary/corrective actions.

Health And Safety
Safe work environments protect our staff, partners, and customers. They also allow employees to focus on doing their work at the highest quality levels. To achieve this, Morgan regularly reviews and updates its health and safety policies to incorporate the most current practices.

We assign a local Emergency Response Team at each location so that emergencies can be addressed quickly and appropriately. The Emergency Response Team receives specific training, including emergency response procedures, crisis and emergency communication, advanced first aid and CPR skills, and more.

As part of our commitment, all employees are required to undergo Health and Safety training during their new-hire orientation. Relevant policies are reiterated during monthly and quarterly local operations meetings. These include:

- Morgan's documented health and safety policy
- Workers compensation injury trends
- Annual emergency response and safety team training for CPR, AED and first aid
- Electronic Logging Devices (ELD) policies
- Truck cab cameras

Training
Morgan's HR team provides monthly staff meeting content to be shared with operations staff. Items that apply to office or remote staff are shared individually via email or web meeting. Each monthly meeting covers a topic specific to drivers, such as safety, security or quality. We also include policy updates or general updates and information based on operational or business needs in this format.

All U.S. employees receive training to prevent harassment and bullying, as required by state regulation. We have voluntarily expanded this curriculum to all our U.S. staff as a best practice. International managers may also receive this training, if appropriate.

Each location has a dedicated local safety team that is trained in first aid, CPR and automated external defibrillator (AED) use. Certification for these skills must be renewed every two years and must meet OSHA requirements for workplace health and safety. The safety team inspects all safety equipment and supplies on a monthly basis and replaces items as needed.

Morgan has internal, certified forklift trainers who ensure that all operators of this equipment are trained and certified appropriately.

Technology

Morgan uses Samsara's electronic logging devices (ELDs) for its driver logbook entries. Drivers update their records daily, with compliance reviewed by local management.

Samsara dash cams also provide data and video (both interior and exterior) for truck operations. The system proactively alerts local leadership to all harsh driving events, such as hard braking, failure to come to a complete stop, excessive speeds, unsafe following distances and distracted driving. In event of an accident, we are able to review the conditions through the Samsara platform. In addition, it tracks positive driving behavior and provides a report card for each driver.

Last, the system records fleet maintenance needs and proactively alerts local leadership if any mechanical or maintenance issues need attention. The system also sends telemetrics to mechanics that alert them of potential future mechanical issues.

Compliance

Driver Qualifications: Before they are hired, drivers are screened for license verification, driving record, DOT physical, verification of work and driving experience, criminal background, road tests, and valid FMCSA drug and alcohol clearinghouse records.

In addition, Morgan conducts a semiannual review of driving records, which exceeds DOT annual review requirements.

HR personnel review all driver qualification records annually to ensure that all required documents are on file. HR tracks and collects commercial driver's license renewals, DOT physical (medical card) renewals and Federal Motor Carrier Safety Administration drug and alcohol clearinghouse records.

Morgan maintains a DOT-compliant drug and alcohol testing program. This requires random annual drug testing of 50% of all drivers and alcohol testing of at least 10% of all drivers. Morgan is currently testing 65% of its average driver headcount for these purposes. All staff responsible for supervision of drivers must complete "reasonable suspicion" training within 90 days of assuming that position.

HR maintains driver qualification files for each driver. Drivers are required to report all roadside inspections immediately, as well as citations received in company vehicles and personal driving-related violations within 30 days of conviction.

Prior to COVID's onset, each driver underwent a ride-along observation to ensure safety, security, quality, and compliance. This included validation of company knowledge, process, procedures such as uniform and tech requirements, vehicle operations and inspections and safe driving practices.

Safe Driver Program

In mid-2022 we began developing a Safe Driver program to promote and encourage safe driving practices. The program was designed specifically for our U.S.-based commercial drivers and went into effect on January 1, 2023. Using Samsara technology, we now track and measure seven risk factors: crashes, harsh driving incidents, distracted driving, following distance, traffic sign and signal compliance, speeding and specific policy violations (such as obstructing cameras, not wearing seat belts, using a hand-held communications device while driving).

Drivers achieving a safety score of 95 or higher are eligible to participate in the company's quarterly Safe Driver raffle. In 2024, Morgan's U.S. drivers scored an average of 89.27 on Samsara's 100-point safe driving scale.

Sustainability Performance And Objectives

Good planning is essential for the transportation and logistics industry. Morgan has made a concentrated effort to increase the efficiency and eliminate wasteful practices in our operations. It is our objective to improve our efficiency metrics from year-to-year. Below are a few accomplishments we have made since establishing our baseline in 2013:

- Reduced empty miles through better planning and attention to routes reduced an additional 12.34MT CO_2e of emissions to bring the total reduction effort to over 322 MT of CO_2e when compared to the 2012 baseline.

- Employee commuting and business-related employee travel decreased 11% from 2023, with a combined impact of 533.13 MT CO_2e in 2024.

- Improved loading, routing, vehicle policies, and vehicle performance has combined to reduce our environmental impact an additional 70 MT CO_2e in 2024 bring the total reduction effort from 3,619.19 MT CO_2e in 2013 to 1970 MT CO_2e in 2024.

- Identified opportunities to reduce our energy consumption in facilities to decrease our footprint from 69.48 MT CO_2e in 2023 to 59.08 MT CO_2e in 2024.

Morgan aligns our science-based carbon reduction goals with a 1.5 degrees C target per best practices recommended by the Intergovernmental Panel on Climate Change.

In order to do our part to keep human-influenced climate change at a level lower than 1.5 degrees C greater than pre-Industrial age, Morgan established the following absolute reduction goals: reduce total Scope 1, 2, and 3 emissions by 50% of the 2016 baseline year by 2030. We achieved that goal this year, moving from 3,528.24 MT CO_2e in 2016 to 1,676.38 MT CO_2e in 2024. We will be pursuing additional measures to help further reduce our footprint in 2025 including reviewing our idling procedures, adding additional fuel-efficient vehicles to the fleet, and working closely with our supply chain partners to identify synergies.

Freight Wings Improve Fleet Fuel Efficiency

Morgan has a strategic mix of trailers in the fleet tailored to specific delivery needs. We outfit our long-haul trailers with aerodynamic panels to reduce drag and improve efficiency. We are seeing reductions of 480 gallons of diesel fuel consumed annually per trailer. This translates into a savings of about 4.9 MT CO2e each.

VersaDecks Add to Trailer Capacity

Over the past few years, Morgan outfitted nine trailers with improved flooring systems. These systems allow Morgan to carry double the volume on over 400 routes each month that previously met space restrictions before meeting trailer weight restrictions. Adding the additional deck, Morgan better protects shipments, maximizes utilization of trailer space, and reduces emissions through reduced freight legs. On average, the VersaDeck is helping to reduce GHG emissions by over 200 MT CO2e annually.

Next Generation Cabs Run Leaner And Cleaner

Morgan acquired new tractors within the last five years, which deliver improved reliability and fuel efficiency. These new additions to the fleet are each expected to return a savings in excess of 10 MT CO2e per 50,000 miles driven. In addition, we replaced four straight trucks in 2024. These new vehicles are expected to produce 13% lower emissions compared to the models they replaced.

Electric Trucks Drive Our Future In Freight

To remain at the forefront of sustainable practices, Morgan is conducting internal studies into the benefits and opportunities of including electric vehicles in its fleet. We will be closely following real-world trials of electric transport vehicles to ensure they provide the performance promised, including reducing the environmental impact of consuming fossil fuels.

Reusable PalletWrapz® Save Plastic Waste

PalletWrapz® replace the plastic shrink-wrap used to provide stability to loaded pallets. In addition to improving efficiency through decreased wrap and removal time, this significantly reduces environmental impact. Assuming a 2,500-use lifetime, each PalletWrapz has an equivalent effect of 0.004 kg CO_2e per pallet vs. single-use shrink wrap's 0.532 kg CO_2e. While Morgan's direct emissions are not affected, our Scope 3emissions, the footprint upstream and downstream for our partners, was reduced by 23.84 MT CO_2e in 2024.

Morgan Flex·ship

Leveraging Technology for Growth and Sustainability

Navigating the swiftly evolving technological landscape is paramount to our continued success and sustainability. We are integration automation and artificial intelligence tools across our operations. This will boost overall productivity and efficiency, allowing us to reduce the burden of manual, repetitive tasks. These efforts may also reduce paper consumption and foster a more resource-conscious approach within the company.

Governance And Compliance Initiatives

Our strong foundation and unique culture drive continuous compliance with local laws and regulations across all Morgan locations. We expect all companies, partners and individuals connected with Morgan to conduct business in the same way as we do. Overall management of Morgan's governance, risk and compliance is the responsibility of the Chief Financial Officer (CFO).

Business Ethics and Code of Conduct

Company Code of Conduct: Morgan's business ethics and code-of-conduct policy outlines our global commitment to professional and ethical business conduct. We review and update this key document annually and publish it for the entire organization so that employees understand the company's ethical imperatives.

All management-level staff receive training in this area within six months of hire or promotion and every two years thereafter. Employees at all levels are encouraged to report concerns regarding business conduct to Human Resources staff and/or any member of management.

Customer and Vendor Conduct: Morgan ensures that the customers and suppliers ("Partners") with whom we work globally adhere to all applicable laws and regulations and act ethically. This includes all entities and persons that provide products or services to the company pursuant to contractual obligations.

Partners must establish their own compliance programs and are required to acknowledge that the standards in Morgan's code are met upon the commencement or renewal of a contractual relationship with Morgan.

Compliance is of paramount importance and applies to such areas as human rights, labor standards, health and safety, environmental practices, fair business conduct and protection of business information and property.

Any violations of the requirements may put at risk the Partner's business relationship with Morgan, up to and including termination.

Financial and Regulatory Compliance

We comply with requirements that our financial reports faithfully represent the results of our business. This is coupled with adherence to local laws and regulations for all our global locations.

Accounting: Our financial books are prepared based on global relevant standards and principles namely: Generally Accepted Accounting Principles (GAAP) and International Financial Reporting Standards (IFRS).

Audits: We undergo an annual external financial audit in accordance with Generally Accepted Auditing Standards (GAAS).

Tax: We ensure that our taxes are filed and paid in a timely manner. A team of external consultants, in close collaboration with our finance group, ensures that this is achieved.

Internal Controls: Globally, we verify that operations are conducted in an approved manner. Recording, custody of assets and authorization are segregated. We have rules, procedures and activities to minimize risks and achieve consistency in producing reliable financial reports and statements.

Contracts and Legal: Morgan's team of legal advisors and experts collaborate with executives and leaders so that contracts are compliant with local laws and regulations while also safeguarding the interests of the organization.

Insurance: Proper insurance arrangements help us protect the organization in case of unforeseen events. We partner with reputable insurance companies and conduct annual reviews to assess coverages, identify new coverage risks and to adjust policies to ensure business continuity.

Risk Management

Morgan provides a high-level risk management strategy in all levels of the organization, including risks inherent in the industry. Our drivers and field operations staff receive training on common vulnerabilities and prevention best practices regarding theft, hijacking, and human trafficking.

Risk management strategies include awareness training, operational processes and procedures, and security monitoring of all our vehicles and facilities. Further, employees are empowered and encouraged to immediately report any suspicious activities observed at any point.

Most Morgan drivers are local or regional so there is reduced risk of hijacking or observation of trafficking. Still, we work to bring awareness and encourage reporting if suspicious activity is observed. We provide annual awareness training on truck hijacking as a topic in monthly staff meetings.

As part of our commitment to overall quality and compliance, Morgan conducts an annual, simulated emergency response exercise. These exercises involve members of our global management team and selected operations employees.

In 2021, the emergency scenario tested responses for safety and continuity of operations after a hypothetical devastating earthquake in Morgan's Northern California operations region. The 2022 scenario simulated a hurricane impacting our Houston, TX operation. A third-party auditing company oversaw both two-day events, compiling reports that highlighted strengths and suggested areas for improvement. Starting in 2023, D.W. Morgan decided to transition from third-party assistance and has since conducted these exercises internally.

IT Risk Management

Morgan has implemented risk management policies and procedures for various IT security areas:

People: As a proactive measure against evolving global cybersecurity threats, we have implemented Ninjio, a leading third-party awareness training solution. Our employees benefit from monthly video training and quarterly simulated phishing campaigns designed to cultivate a strong security-conscious culture.

Cybersecurity alerts are sent to all employees via email to spread cybersecurity awareness within the company. This is done quarterly or any time there are relevant news or topics deemed necessary to communicate.

To reduce cybersecurity risks from a device endpoint perspective, we utilize Jamf software as our Mobile Device Management (MDM) platform. This allows us to easily and remotely implement policies to employees' company-provided devices, such as laptops and phones. With Jamf, we can control what apps are installed or usable on a device or even wipe its contents in case of theft or loss. Additionally, we leverage Jamf to roll out anti-virus applications to the devices as well

We continue to monitor and ensure that all new email accounts have their Multi-Factor Authentication enabled to lessen any risk of unauthorized access to our employee's emails.

At Morgan facilities, we require guests to use the internet via a segregated Guest Access Network, which is not connected to any employee work, activities or data storage. This limits the possibility of guests accessing Morgan confidential data or introducing viruses or malware to our networks.

Process: We maintain an IT Policies and Procedures document which includes security policies in safeguarding company data and devices. This is reviewed annually and distributed via our company intranet.

Morgan has been SSAE18 SOC 2 Type II certified since 2017. This standard validates the processes we have in place in safeguarding our customers' data, especially in Cloud servers.

System: Morgan houses its data and applications on Amazon Web Services (AWS), an industry leader in cloud services worldwide. AWS provides a wide-ranging list of security, identity, and compliance services for applications. We currently leverage AWS' identity and access management (IAM) service so that only authorized users are allowed access to our systems, as well as CloudWatch and Alarms to monitor system activities.

To ensure high availability and minimize downtime, Morgan utilizes multi-availability zones for production systems, supported by a standby disaster recovery site in a separate region. We also perform regular, automated database backups.

We recently conducted successful Disaster Recovery testing of our cloud infrastructure, validating our ability to seamlessly transition systems to a secondary data center in the event of a primary site disruption.

In addition to our biannual third-party Vulnerability Assessment and Penetration Testing (VAPT) of all systems, our internal cybersecurity team also conducts quarterly VAPTs to proactively identify and address potential vulnerabilities.

Financial Risk Management

Morgan recognizes that certain financial risks are incidental to normal business operations. It is the general objective of the company to avoid intolerable risk and to minimize, as far as practicable, the financial risks, losses and exposures associated with business activities.

Specific financial risks identified are as follows:

Foreign exchange/currency risk: This arises from the activities of non-U.S. Morgan locations. Risk includes foreign exchange fluctuations of international currency payments made to vendors, operating expense items including a minor presence in a hyper-inflationary environment.

Managing foreign exchange risk requires understanding of the amount of risk and its related impact of changes in currency exchange rates. The foreign exchange risk and its impact is minimal, since non-U.S.-dollar transactions represent a small portion of Morgan's total spend.

Management has determined that hedging activities would be impractical to pursue in current conditions.

Interest rate risk: This emanates from Morgan's existing Line of Credit (LOC) and equipment financing, subject to London Inter-bank Offered Rate (LIBOR) for interest.

Managing interest rate risk requires an understanding of the amount at risk and the impact of changes in interest rates. Exposures are determined by Morgan through its forecasting process, collaboration, and awareness of changes in the regulatory environment and market conditions of partner financial institutions.

Credit risk: This stems from cash and cash equivalents, deposits with banks, accounts receivable and accounts payable. Cash and cash equivalents are always maintained at reputable financial institutions with strong credit ratings.

Concentrations of credit risk on trade receivables and accounts payable are considered remote due to the assessed credit quality of Morgan's customer and vendor base.

Quality

ISO 9001:2015: Our International Organization for Standardization (ISO) 9001:2015 Certification for operations was issued on December 5, 2011 and has been continuously maintained since that date.

Quality Policy: Morgan helps its clients solve their most critical supply-chain challenges. We specialize in services where the highest levels of management, care, reliability and inventory visibility are paramount. In keeping with this mandate, we demand of ourselves the highest quality processes, systems and partnerships. We are committed to comply with requirements and to continually improve our services and quality through regular review and refinement to our business procedures and end-to-end process management.

Strategic Objectives: It is our aim to provide:

- Real-time visibility of goods at all times while in Morgan's custody whether in-transit or in a Morgan facility
- On-time, damage-free delivery
- Extraordinary and responsive customer service
- Continuous measurement of and improvements to, the overall value we provide to our customers and to our shareholders
- Business continuity processes that are in alignment with the Quality Management System

ChampionShip Program: In 2006 DW Morgan introduced its first quality performance program, called "The Perfect Shipment." The purpose of this initiative was to…

- provide a clear roadmap of how each person and their role contributes to the overall success of Morgan and transform our organization to be more teamwork focused
- identify creative ways to overcome obstacles
- and standardize execution of a perfect shipment

… all while providing greater value and customer service to our clients.

As Morgan underwent initial ISO 9001 certification, the program was updated to include new elements and re-introduced as the ChampionShip quality performance program.

Key changes included:

- developing a web tool for real-time visibility
- leveraging our corrective action system
- and tightening time requirements associated with some performance metrics.

As currently implemented, ChampionShip tracks performance on a per-quarter basis. Morgan employees are divided into four key groups: Field operations, global control tower, finance and technology. Each group is assigned key measures, with target performance levels for each. Based on achievement, each group contributes a percentage to an overall ChampionShip score.

Morgan encourages high achievement and continuous improvement through progress reports, which go out every two weeks. Employees have two incentive bonus opportunities based on meeting targets.

ChampionShip has driven significant quality gains throughout Morgan. In the program's initial quarter of measurement (Quarter 3, 2011), the company scored 40% for its overall ChampionShip performance. Today, we consistently reach total company performance of 99%.

About This Report

Morgan is proud to share our goals and vision with you. We make very deliberate decisions about investing time and effort to develop our community involvement initiatives, refine our environmental sustainability opportunities and ensure adherence to governance requirements. This work documents our progress during the 2024 calendar year. We update our Corporate Social Responsibility Report annually.

Greenhouse gas (GHG) emissions calculations are performed in accordance with the GHG Protocol, the US Environmental Protection Agency, the UK Department for Environment, Food and Rural Affairs and the Intergovernmental Panel on Climate Change's guidelines for National Greenhouse Gas inventories. Additionally, this report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards: Core option and in consideration of the Sustainability Accounting Standards Board Sustainability Disclosure Topics and Accounting Metrics for the Transportation Sector: Air Freight and Logistics, as well as Road Transportation.

GRI Performance Tables

1. The organization and its reporting practices			
2-1 Organizational details			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2-1-a	Report its legal name	Fully	D.W. Morgan Company (Morgan)
2-1-b	Report its ownership and legal form	Fully	Privately held
2-1-c	Report the location of its headquarters	Fully	Carson City, Nevada
2-1-d	Report its countries of operation	Fully	US, Mexico, Thailand, Philippines, and Malaysia are relevant to the sustainability issues covered in this report.
2-2 Entities included in the organization's sustainability reporting			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2-2-a	List all its entities included in its sustainability reporting	Fully	Company structure is organized into 3 main entities: D.W. Morgan, LLC, which comprises North America transportation operations. Morgan Global Logistics, Singapore, PTE, LTD which comprises international transportation operations. D.W. Morgan HK Limited (Philippines)
2-2-b	If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Fully	Operating location
2-2-c	If the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics.	Fully	Information is maintained separately for the main entities and consolidated for reporting purposes without adjustment for minority interests. Mergers, acquisitions, and disposal of entities or parts of entities would be consolidated within the year in effect and not reported from the effective date forward. The approach is consistent across disclosures.
2-3 Reporting period, frequency, and contact point			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2-3-a	Specify the reporting period for, and frequency of, its sustainability reporting	Fully	2024, annual
2-3-b	Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this	Fully	Fully aligns
2-3-c	Report the publication date of the report or reported information	Fully	Annual moving forward, target March
2-3-d	Specify the contact point for questions about the report or reported information	Fully	CSR@dwmorgan.com

2-4 Restatements of information			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2-4-a	Report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements	Fully	No restatements
2-5 External assurance			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2-5-a	Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;	Fully	Morgan senior executives review strategic sustainability data on a quarterly basis, or more frequently as urgent matters arise
2-5-b	If the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider	Fully	MELIOREM SOLUTIONS Independent Limited Assurance Statement **To: DW Morgan Leadership** **Introduction and objectives of work** Meliorem Solutions has been engaged by DW Morgan to provide limited assurance of data sources, data analytics, conversions of operational data to Greenhouse Gas emissions, and recording of performance to partners, global reporting services, and other sources as required. This assurance statement applies to the Subject Matter included within the scope of work described below. This information and its presentation are the sole responsibility of the management of DW Morgan. Our sole responsibility was to provide independent assurance on the accuracy of the Subject Matter. **Scope of work** The scope of our work was limited to assurance of the data sources, data analytics, conversions of operational data to Greenhouse Gas emissions, and recording of performance to concerned parties for the period of January 1, 2024 – December 31, 2024. **Boundaries** The boundaries for our work included all DW Morgan operations. **Limitations and Exclusions** This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of measurement equipment maintained at site level. This independent Meliorem Solutions, LLC, 1393 Sunset Beach Drive, Niceville, FL 32578 | 901-679-0207 | Beverly.jones@melioremsolutions.net assurance engagement and associated statement should not be relied upon to detect all errors, omissions, or misstatements that exist. **Assessment Standards** We performed our work in accordance with Meloriem Solutions' standard procedures and guidelines for Assurance of Sustainability Reports in accordance with ISAE 3410. A materiality threshold of +/- 5% was set for the assurance process. Specifically, as it relates to the annual CDP filing, we provide the following itemizations: 1. Boundaries of the reporting company covered by the assurance report and any known exclusions: ***DW Morgan Operations*** 2. Emissions data verified – broken down by Scope 1, Scope 2, and Scope 3 categories with figures given; option to include other relevant data that has been verified with figures. ***All Scope 1, Scope 2, and Scope 3 emissions data.*** 3. Period covered. ***01/01/2024 – 12/31/2024*** 4. Verification standard used. ***ISAE 3410*** 5. Assurance opinion. ***We provide reasonable assurance that the data supporting emissions documentation, calculations performed to translate operations data to GHG emissions, and procedures to safeguard the data is prepared IAW ISAE 2410 criteria.*** 6. Verification provider and accreditations. ***Meliorem Solutions LLC*** 7. Lead verifier name and relevant accreditations / professional membership. ***Shawn Jones, Ph.D. Operations and Logistics Management*** 8. This letter should be prepared on the verifier's letterhead or include the signature of the lead verifier below. BEVERLY JONES, CEO Meliorem Solutions, LLC SHAWN R JONES, Ph.D. Chief Operations and Sustainability Officer Date Date Meliorem Solutions, LLC, 1393 Sunset Beach Drive, Niceville, FL 32578 | 901-679-0207 | Beverly.jones@melioremsolutions.net
2. Activities and workers			

2-6 Activities, value chain and other business relationships			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2-6-a	Report the sector in which it is active	Fully	Ground transportation networks, supply chain control towers, and supply chain optimization solutions
2-6-b	Describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities;	Fully	GEOGRAPHIC BREAKDOWN: The Americas Asia Pacific Europe KEY VERTICALS: Telecommunications Biotechnology /Healthcare High Technology OEMs Semiconductor Manufacturing
2-6-c	Report other relevant business relationships	Fully	No other relevant business relationships
2-6-d	Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period	Fully	No changes
2-7 Employees			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2-7-a	Report the total number of employees and a breakdown of this total by gender and by region	Fully	Reference the Morgan People section in this document.
2-7-b	Report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region;	Fully	Reference the Morgan People section in this document.
2-7-c	Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;	Fully	Reference the Morgan People section in this document. Numbers are reflected in head count as an average across the reporting period.
2-7-d	Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;	Fully	No contextual information is required

2-7-e	Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	Fully	There were minimal fluctuations during the reporting period that are well within the normal range of employee hiring and turnover for our industry
2-8 Workers who are not employees			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2-8-a	Report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. the most common types of worker and their contractual relationship with the organization; ii. the type of work they perform;	Fully	Reference the Morgan People section in this document. Examples include Sustainability Assurance team.
2-8-b	Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;	Fully	Numbers are reported in head count and prorated for the portion of the reporting period that they performed the contracted services
2-8-c	Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	Fully	There were minimal fluctuations during the reporting period that are well within the normal range of employee hiring and turnover for our industry
4. Strategy, policies, and practices			
2-27 Compliance with laws and regulations			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
2-27-a	Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred	Fully	No instances
2-27-b	Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	Fully	Zero

2-27-c	Describe the significant instances of non-compliance	Fully	None
2-27-d	Describe how it has determined significant instances of non-compliance	Fully	Reported or self-reported instances of non-compliance
GRI 305: Emissions			
305-1 Direct (Scope 1) GHG emissions			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
305-1-a	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	Fully	1,676.38 MT CO2e
305-1-b	Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.	Fully	All
305-1-d	Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	Fully	Not applicable
305-1-e	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Fully	GLEC Framework
305-1-f	Consolidation approach for emissions; whether equity share, financial control, or operational control	Fully	Operational control
305-1-g	Standards, methodologies, assumptions, and/or calculation tools used	Fully	GLEC Framework, nature of source data does not require assumptions, conversion of consumed gallons of diesel fuel, for example, based on standard emission factors
305-2 Indirect (Scope 2) GHG emissions			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
305-2-a	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	Fully	All facilities are owned and operated by a third party. Added reporting capability to identify energy consumption in 2022. Decreased direct energy impact from 69.48 MT CO2e in 2023 to 59.08 MT CO2e in 2024 with similar weather averages throughout the years.
305-2-c	If available, the gases included in the calculation; whether CO , CH , N O, HFCs, PFCs, SF , NF , or all.	Fully	All
305-2-e	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Fully	GLEC Framework
305-2-f	Consolidation approach for emissions; whether equity share, financial control, or operational control	Fully	Operational control
305-2-g	Standards, methodologies, assumptions, and/or calculation tools used	Fully	GLEC Framework, nature of source data does not require assumptions, conversion of consumed gallons of diesel fuel, for

			example, based on standard emission factors
305-3 Other indirect (Scope 3) GHG emissions			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
305-3-a	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent	Fully	Given that Morgan operates in the supply chain industry, the impacts of personnel or MRO are relatively minimal compared to main operations. Employee commuting accounted for 149.93 MT CO2e, a 11% reduction from 2023, while employee travel totaled 383.20 MT CO2e, reflecting an increase in travel from 2023.
305-3-b	If available, the gases included in the calculation; whether CO , CH , N O, HFCs, PFCs, SF , NF , or all.	Fully	All
305-3-f	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Fully	GLEC Framework
305-3-g	Standards, methodologies, assumptions, and/or calculation tools used	Fully	GLEC Framework, nature of source data does not require assumptions, conversion of consumed gallons of diesel fuel, for example, based on standard emission factors
305-5 Reduction of GHG Emissions			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
305-5-a	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent	Fully	1) Reduction of empty miles through better planning and attention to routes; reduced 12.34 MT CO2e, 2) Improved load planning and utilization of capacities; reduced 70 MT CO2e, 3) Reductions in fuel consumption due to reduced idling and increased use of aerodynamics and new idling procedures / policies; reduced 50 MT CO2e, 4) Improved diesel fuel consumption due to freight wings saved 4.9 MT CO2e per trailer, 5) Installing Ancra Vers-A-Deck stacking systems reduced emissions 200 MT CO2e annually, 6) Fuel-efficient tractors save 10 MT CO2e per 50,000 miles driven, 7) Pallet Wrapz are reducing 23.84 MT CO2e from eliminating plastic wrap 8) Replacement of straight trucks is reducing the emissions of the affected lanes by 13% per truck.
305-5-b	Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.	Fully	All

306 Waste			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
306-3-a	Total weight of waste generated in metric tons and a breakdown of this total by composition of waste	Fully	Weight is tracked by volume. Improved recycling efforts resulted in a 1% increase in diversion from landfills in 2024 vs. 2023. Additionally, we improved reporting accuracy across our facilities through training and increased engagement from our team.
401 Employment			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
401-1-a	Total number and rate of new employee hires during the reporting period, by age group, gender, and region	Fully	Reference the Morgan People section in this document.
401-1-b	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Fully	Reference the Morgan People section in this document.
401-2-a	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others.	Fully	Life Insurance, medical, dental, vision, short-term disability, 401K plan, all federal and state leaves applicable to employees
404 Training and Education			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
404-1-a	Average hours of training that the organization's employees have undertaken during the reporting period	Fully	12 hours - All Morgan personnel attend mandatory annual training. Further, all new hires complete an orientation.
404-2-a	Type and scope of programs implemented and assistance provided to upgrade employee skills.		Morgan provides employee training or assistance programs to upgrade skills, internal training courses, funding to support external training and education and/or any provision of sabbatical periods with guaranteed return to employment.
404-2-b	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Fully	Morgan provides employee training or assistance programs to upgrade skills, internal training courses, funding to support external training and education and/or any provision of sabbatical periods with guaranteed return to employment.

404-3-a	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Fully	100%
406 Non-discrimination			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
406-1-a	Total number of incidents of discrimination during the reporting period	Fully	None
408 Child Labor			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
408-1-a	Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work.	Fully	None
409 Forced or Compulsory Labor			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
409-1-a	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.	Fully	None
410 Security Practices			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
410-1-a	Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.	Fully	100%
411 Rights of Indigenous Peoples			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
411-1-a	Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.	Fully	None

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