



## **Corporate Sustainability Program**

**10/15/25**

National Van Lines, Inc. mission is to reduce the environmental impact of our moving operations by promoting sustainable practices across every aspect of our business. We are committed to minimizing emissions, reducing waste, and conserving resources while continuing to deliver safe, efficient, and reliable relocation services. Through innovation, accountability, and collaboration with our employees, partners, and customers, we strive to operate responsibly today while protecting the planet for future generations.

Our Corporate Sustainability Program describes how our Environmental, Social and Governance (ESG) goals are achieved by addressing the following 3 pillars:

- Environmental-reaching operational goals which have the lowest impact on the environment
  - Social- promoting the health, safety and wellbeing of our employees, customers and our community.
  - Governance-operating and thriving while simultaneously creating a long-term positive impact and making sustainability changes at a gradual and financially stable rate.
1. Environmental:
    - Electronics Recycling 4/14/25 via <https://www.elianelectronicsrecycling.com/>
    - Minimizing waste in paper or supplies
    - Promoting water bottle filling station
    - Designated smoking section
    - Trucks meet EPA requirements
  2. Social:
    - Health, safety, and wellbeing tips in the HR newsletter as well as on the monitors in various locations around the office
    - Anti-harassment or Anti-discrimination training
      - Subscription to Knowledge City
      - Training goals are part of our annual review process
    - OSHA (safe working environment)
    - Charities we support include:

- **Aspire:** Helps people with disabilities to explore new possibilities in living, learning, and working by empowering them. Examples of our partnership include:
  - Adopting all of their residents each Christmas to provide gifts and holiday joy to each house.
  - Painted two houses and cleaned up the curb appeal for those houses. We will be doing similar work this year.
  - Visited their learning center where they have day camp for their residents.
  - Raised over \$20K in 2024 with funds donated by employees
- **K-9s for Warriors:** Determined to end Veteran suicide, K9s For Warriors provides highly trained Service Dogs to military Veterans suffering from PTSD, traumatic brain injury and/or military sexual trauma. With most dogs being rescues, this innovative program allows the K9/Warrior team to build an unwavering bond that facilitates their collective healing and recovery.
  - In 2024 between NHC and employee donations we raised about \$11,000.
  - In 2025 we donated/raised about \$21,000.
- **St. Jude:** The mission of St. Jude Children's Research Hospital is to advance cures, and means of prevention, for pediatric catastrophic diseases through research and treatment. Consistent with the vision of our founder Danny Thomas, no child is denied treatment based on race, religion or a family's ability to pay.
  - In 2024 we raised almost \$16,000.
- **Move For Hunger:** By providing people with the opportunity to donate their food when they move, Move For Hunger believes they can eliminate food waste during the relocation process. Why is that important? Because 33 million Americans move every single year. Recovering just 1 pound of food from each of them provides 27.5 million meals to people across the country.
  - Move For Hunger also partners with food vendors to receive donations, they also have food drives with partner companies, and they hold donation events. For example, one of our employees bungee jumped off the CN Tower in Las Vegas, raising \$11,000 through employee donations.
  - National Van Lines participates in the Move For Hunger annual food drive where we 'Can the CEO' and donate several hundred pounds of food to a local food pantry.
  - Move For Hunger made the Guinness World Record for the number of cereal boxes knocked over domino style. Our employees donated funds for Move to Hunger to buy cereal for the challenge.

- Employee Engagement
    - Executive Breakfast and BBQ-annual events where the CEO and Presidents prepare, cook for and serve the employees
    - Occasional Employee Appreciation Days
    - Annual Company Picnic
    - Annual Christmas Party
    - Annual CUBS baseball game
    - Monthly Birthday Bagels
  - ESOP-Employee Stock Ownership Plan
    - Sharing in the success of the company that we helped to build
    - Established in 2011
    - Tax deferred retirement plan, similar to profit sharing or 401k
    - Governed by the Employee Retirement Income Security Act of 1974 (ERISA) and the Internal Revenue Code of 1986.
    - Regulated by the Internal Revenue Service (IRS) and the Department of Labor (DOL)
  - Volunteer Day Off – each employee annually accrues a day off to volunteer. A paid volunteer day each year, which has resulted in approximately 250 hours within the past year dedicated to supporting our community.
3. Governance:
- Review policy annually
  - Yearly classes where staff is required to complete (there might be something available through the associations)
  - Provide policy to staff and require acknowledgement (similar to us reviewing the emergency action plan)

The National Van Lines, Inc. Corporate Sustainability Program is in its infancy for our company, but we're committed to continual improvement.