

Kamps Corporate Social Responsibility Report

20
25

www.kampspallets.com



About This Report

This report focuses on our 2024 Corporate Social Responsibility Practices and activities. As the national leader in both pallet recycling and environmental stewardship, Kamps has invested the time and resources into accurately communicating our impact on our planet, employees, and other stakeholders.

While in previous years, our focus was on geographic growth through strategic Merger and Acquisition activity and new Greenfields, in 2024 our focus was on integrating these locations on our systems and “Kamps Way” standards. This proved to be valuable on many fronts, including this report. As a result of our efforts in 2024, we are proud to say that our 2025 report is the most comprehensive report to date.

Applicable Sustainability Accounting Standards Board (SASB) standards can be found on page 33.

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Kamps Overview

Get to know us and what we care about.



A Letter From Our CEO

We continue to adapt to the ever-changing challenges within our customers supply chain as we look to best assist and optimize their wood packaging needs on a daily basis.

Through it all, our team of dedicated team members, valuable suppliers, and customers worked together to successfully navigate these challenges and build on our mission of providing innovative pallet services that fulfill responsible business practices.

Through this collective effort, Kamps was able to achieve another recycling milestone last year both through our national network and our asset-based operations. Our pallet recycling programs are the core of our business and where we make a tremendous impact in our customers' supply chains - both from a value-added and environmental perspective. Being able to continuously increase the number of pallets we recycle through programs such as our Comprehensive Pallet Life-Cycle Services (CPLS) or by re-engineering a new pallet program to a recycled program naturally raises our positive environmental impact because of the incredible effort that goes into optimizing these programs.

Our Continuous Improvement and IT teams are also staying motivated and continuing to push the boundaries in terms of what is possible through cutting-edge technology and machinery to deliver the best results for our customers and internal stakeholders. Most importantly, our business is built on a foundation of respect, community, and caring for our employees' safety; initiatives which our Human Resource and Safety teams have made improvements to in 2024.

This report serves as an account of these achievements, areas of improvement, and future goals as we look to improve our business and continue to be an industry leader in regard to making a positive impact on our planet, stakeholders, and society.

Thank you for your continued support and trust, as we work towards a more sustainable future - one pallet at a time.



Mitchell Kamps
CEO



Our Mission

To earn the trust of every customer through **innovative services**, delivered by a team of **dedicated employees, valuable suppliers**, and a **culture of continuous improvement**.

The Kamps Way

Our strategy that will allow us to achieve this mission is called “The Kamps Way”.

The Kamps Way is a set of principles our employees adhere to that enable us to continue providing the most innovative pallet services in the marketplace, while maintaining a focus on sustainability, our employees, and our local communities.





About

Kamps, Inc. is a full-service national pallet company delivering innovative pallet services to customers since 1973. Kamps specializes in supplying high-quality wood pallets, comprehensive pallet recycling services, and total pallet management services to diverse supply chains across the nation - and select national customers in Canada and Mexico. Due to its vast national presence and breadth of capabilities, Kamps is considered the largest manufacturer and service provider for new and recycled pallets. Kamps has over 400 locations in its national network, which includes over 50 asset-based manufacturing and recycling facilities and multiple company-owned sawmills.

Comprehensive
Pallet Management Capabilities

536,000,000+
Pallets Managed Annually.



4,250+
Employees



7,500+
Trailers*



52
Years of Experience

400+ Locations
Nationwide.

55+
Asset-Based

350
Service Providers

30
TPM/On-Sites

Trailers registered to Kamps Logistics, LLC - an affiliate of Kamps, Inc.





Our Stakeholders

As Kamps continues to scale our operations across the United States, we are able to grow our relationships with key stakeholders through expanding our workforce, reaching new customers, and deepening our relationships with the communities in which we operate.



Our Employees

As our most important stakeholder with over 4,250 employees nationally, Kamps’ focus on our employees has led to the implementation of a variety of programs and offerings for our workforce. From proactive safety initiatives and screenings to assistance programs and trainee programs, Kamps maintains a goal of supporting our employees through multiple aspects.

Our Customers

Since our inception in 1973, Kamps has always maintained a focus on our customers and how to bring the best experience to them every single day. Through Kamps’ proprietary information technology systems, we ensure quality and transparency of data to our customers. Additionally, through our Green Scorecard program, we are able to provide our customers with insight into the impacts they have been able to make through the utilization of our pallet refurbishment, recycling, and management services.

Our Community

As the home to our employees and customers, our surrounding communities remain a top priority for Kamps. With our national footprint, we proactively seek new opportunities to give back and participate with our local communities in a meaningful way, while making minimal negative environmental impact.



Corporate Social Responsibility Committee

We launched our Corporate Social Responsibility (CSR) committee in 2023. The committee meets on a quarterly basis and is tasked with tracking, implementing, and reporting on CSR-related initiatives across Kamps.

Members of the CSR committee are chosen strategically to ensure that initiatives are visible at the highest level and new initiatives can receive the necessary support.

Impact of CSR Committee in 2024

In its second year, the CSR committee continued to prove that collaboration and senior leadership buy-in on Corporate Social Responsibility activities was vital to making an impact.

Many of the achievements and future goals found in this report were spearheaded by the committee or members of the committee.



Mitchell Kamps
Chief Executive Officer



Phil Minster
Chief Financial Officer



Tim Eppinga
EVP of Sales



Joe Laurent
VP of Human Resources



Brian Haas
VP of IT



Brad Rietema
VP of Manufacturing



Michael Daray
General Counsel



Kelly Marvel
Senior HR Manager



Fuad Hasanovic
Marketing Manager

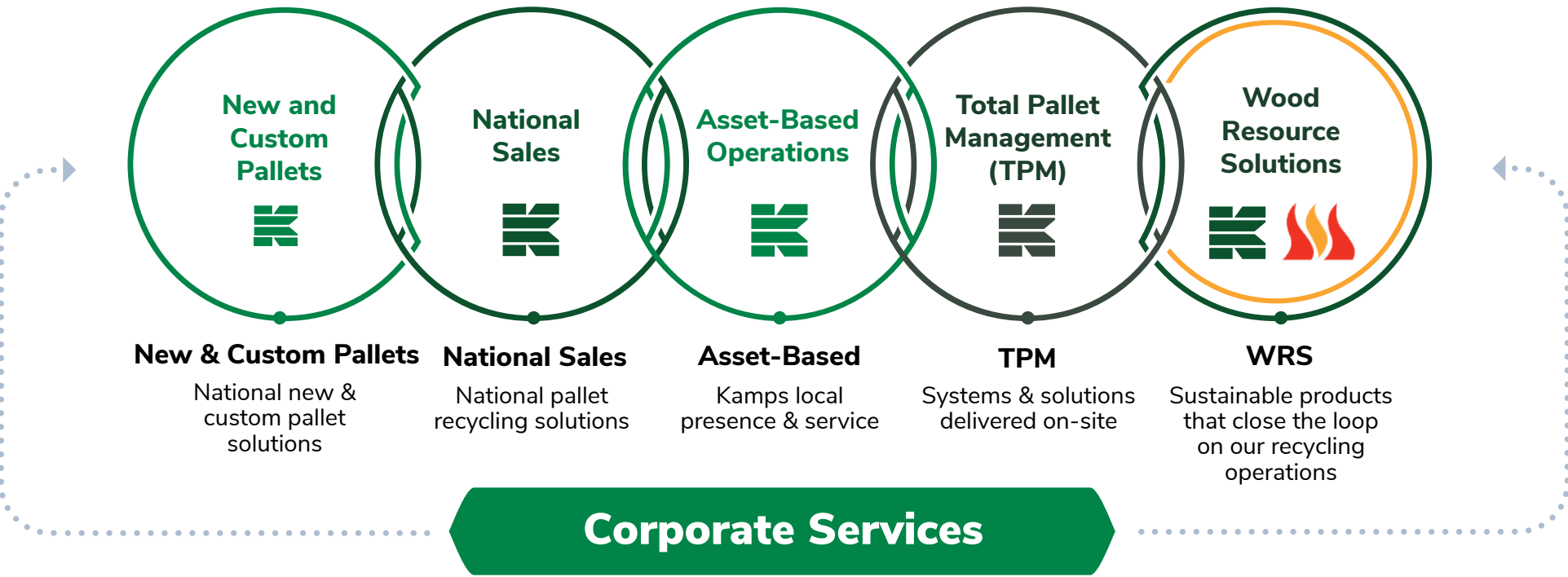


Curtis Brushman
Senior Safety Manager



Our Business Units

Kamps has vertically integrated business units with specialized expertise in every stage of a pallet’s life-cycle, along with industry-leading systems within Kamps’ Information Technology and Continuous Improvement departments. Kamps has spent the last 50 years strategically acquiring and integrating leading organizations in sawmilling, new pallet manufacturing, custom pallet design, pallet recycling, and sustainable byproducts.

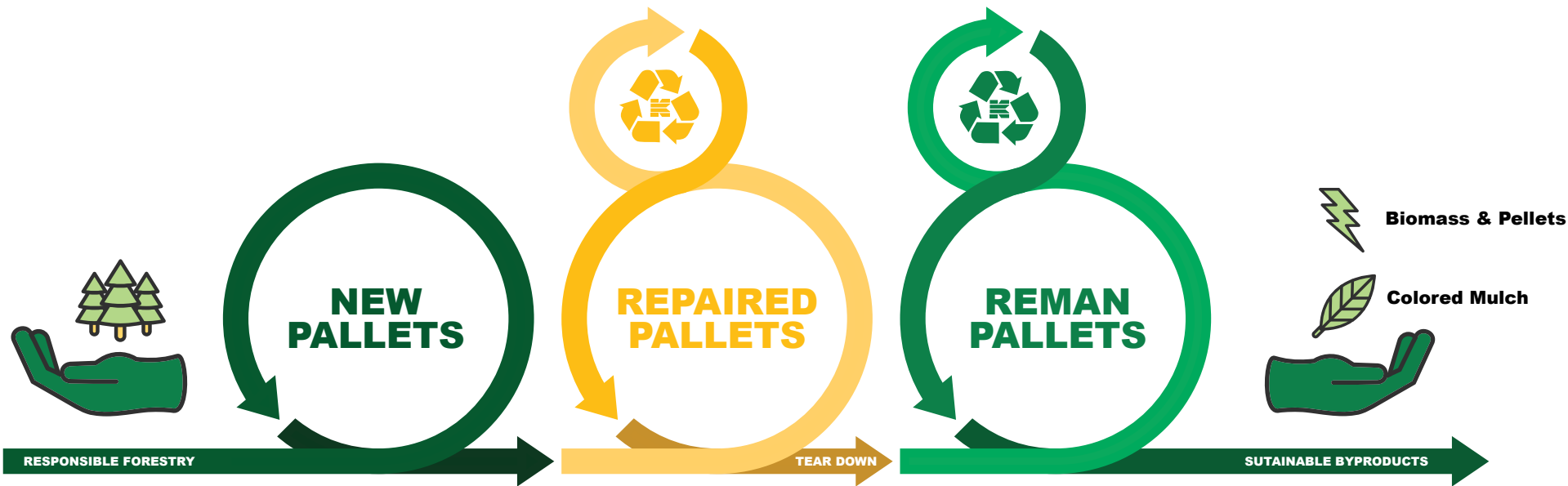




Our Sustainable Pallet Life-Cycle

In order to deliver maximum economic and environmental value to our stakeholders, Kamps is comprised of a team of experts in every stage of the pallet life-cycle.

Our Sustainable Pallet Life-Cycle differentiates us from simple recycling programs and allows us to deliver **robust up-cycling value.**





Carbon Emissions Prevention

Our Sustainable Pallet Life-Cycle contributes to millions of metric tons of CO2 emission prevention. This is because the amount of carbon that is emitted during the process of repairing or remanufacturing a pallet is significantly lower than building a new pallet.

Kamps' carbon off-set strategy is largely driven by this difference, with a focus on extending the life of a pallet to its maximum potential through minimal carbon emissions. The second component to our carbon off-set strategy is landfill avoidance for our scrap and end-of-life pallets. By finding an environmentally sustainable alternative to these pallets, Kamps offsets carbon emissions that are in accordance to EPA's WARM model.

This volume included the Kamps national network, on-site TPM operations, and rental pallet repair facilities. The carbon emissions prevention figures featured on this page represent that.

In relation to our direct footprint caused by Kamps-owned facilities, Kamps also conducted a carbon handprint analysis specific to our company-owned facilities during Kamps owned and operated periods in 2023. Our handprint can be found on page 21.

For our efforts across the country towards carbon emission prevention, we were awarded the 2024 Inbound Logistics Green Supply Chain Partner award



2024 Carbon Off-Set Scorecard

Pallets Recycled in 2024
419,440,000¹

Carbon Prevented
12,877,711 Tons²



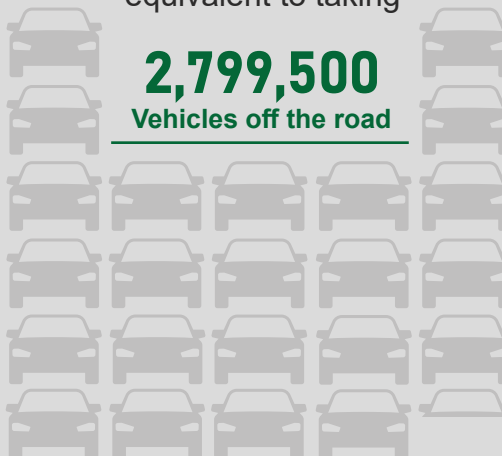
1. Approximation based on Kamps national network, including historical annual data post Kamps acquisition.

2. Based on WARM 16 EPA model for dimensional lumber.

Perspective

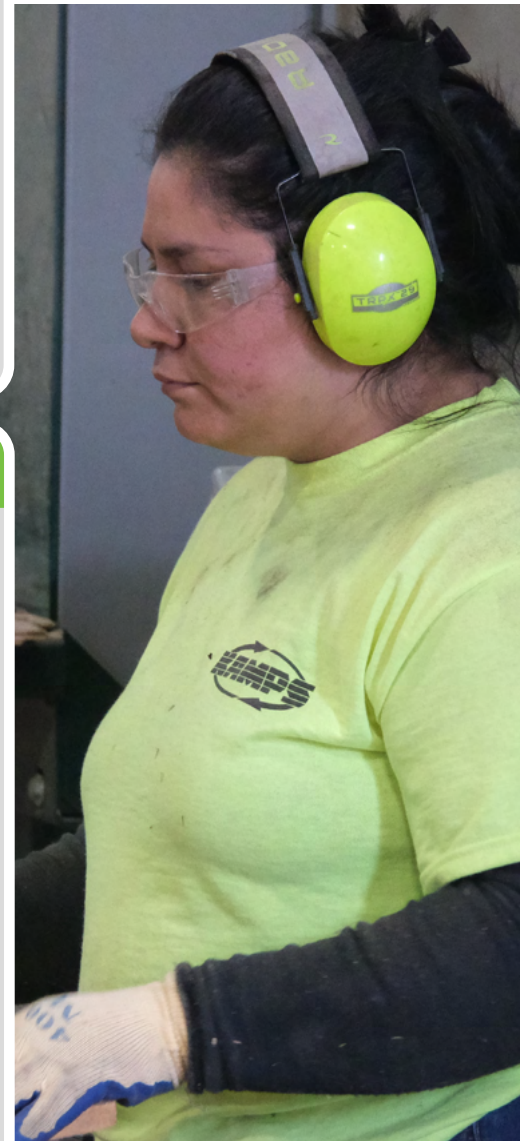
Our 2024 Carbon preventions is equivalent to taking

2,799,500
Vehicles off the road



= 120,000 Cars

1. This assumes the average gasoline vehicle on the road today has a fuel economy of about 22.0 miles per gallon and drives around 11,500 miles per year (Source: EPA)





Advocacy

Recognizing that collective action is crucial for driving meaningful environmental progress, we actively partner with leading industry trade associations. This engagement provides our team members with opportunities to contribute their expertise, shape industry best practices, and champion sustainable solutions for both our operations and our customers.

We are proud members of the following:



Mitchell Kamps

Pallet Foundation Board Member



Damon Williamson

RPA Board of Directors



Billy Hoskins

PFI Board of Directors



Justin Kamps with Senator Katie Boyd Britt



Fuad Hasanovic

NWPCA Marketing Committee & PCR/LCA Subcommittee



Justin Kamps

NWPCA BoD & Executive Committee



Matt Klein

PFI Kamps Representative



Matt Klein (Far Left) PFI Fly-in



NWPCA Touring a Kamps facility (Detroit, MI)



Awards

EcoVadis is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor, and. human rights standards, ethics, and procurement practices.

Hundreds of thousands of companies partner with EcoVadis to collaborate on sustainability with a common platform, universal scorecard, benchmarks and performance improvement tools.

Kamps is honored to be an EcoVadis certified company and we believe this certification allows us to achieve the following:

- **Strengthens credibility** with clients, partners and stakeholders
- **Fosters deeper** internal discussions
- **Creates a shared sense of responsibility** and collaboration internally
- **Offers a catalyst for raising awareness** internally and with our external stakeholders
- **Aligns us with a shared common goal** with our external stakeholders



Co-hosted an educational sustainability webinar alongside EcoVadis





UN Sustainable Development Goals

In 2015, the United Nations (UN) held the “2030 Agenda for Sustainable Development” which unveiled the UN SDGs. The SDGs are 17 principles that balance social, economic, and environmental sustainability.

Kamps is focused on four SDGs as we continue to drive a greener tomorrow.

03: Good Health & Well-Being

OneTreePlanted Partnership

06: Clean Water & Sanitation

OneTreePlanted Partnership

07: Affordable & Clean Energy

Biofuel initiatives

08: Decent Work & Economic Growth

OneTreePlanted partnership
Employment and career growth

12: Responsible Consumption & Production

E-Waste initiatives
Renewable energy
Overall recycling operations

13: Climate Action

Overall recycling operations

14: Life Below Water

OneTreePlanted Partnership

15: Life on Land

Landfill avoidance initiatives
Responsible forestry initiatives



**SUSTAINABLE
DEVELOPMENT GOALS**

For more information on the SDGs,
visit <https://sdgs.un.org/goals>



Our Impact

The difference we made on our planet, local communities, and stakeholders.



Responsible Forestry

Forests have a significant role in reducing the risk of natural disasters, including floods, droughts, landslides and other extreme events. Forests also mitigate climate change through carbon sequestration and protect precious land-based ecosystems. On a socio-economic level, healthy forests provide shelter and jobs for forest and lumber-dependent communities.

Our strategic approach is a mixture of lowering our dependence on virgin lumber where we can, while using low grade lumber to build new pallets.

The use of low grade lumber, a common practice in the pallet industry, creates a market for materials that need to be removed from forests in order to protect them from wildfires, invasive species, disease, and overcrowding.¹

Through our responsible forestry initiatives, Kamps saves a large quantity of trees by maximizing the value of every used pallet - while helping to sustain the overall health of our forests through responsible use of lumber materials.

More information on how Kamps is leveraging technology and artificial intelligence to maximize our responsible lumber usage can be found on page 23.

2023 Responsible Forestry Scorecard

Board-Feet Produced
By Average Tree²

306

Average Board-Feet
Used By Pallet²

13.1

Pallets Recycled in 2024

419,440,000³

Trees Saved

17,956,418

2. Calculated after performing an analysis of trees typically used in the pallet manufacturing process which includes various species of pine, aspen, oak, and walnut. International 1/4-inch rule was used to estimate board feet based on assumed DBH and number of 16-ft logs. Main References: <https://ohioline.osu.edu/factsheet/F-35-02>, <https://extension.msstate.edu/publications/4-h-forestry-project-no7-measuring-standing-sawtimber>

3. Approximation based on Kamps national network, including historical annual data post Kamps acquisition.

1 Tree =
1.2 mil.

Perspective

Our **17,956,418 trees saved** in 2024 equates to **35,912.836 acres** of healthy forest land saved.⁴

This is equal to

43X	10X	9%
NYC Central Park	LAX International Airport.	Green Mountain National Forest
New York City, New York 842.6 Acres	Los Angeles, California 3,500 Acres	Rutland, Vermont 400,000 Acres

4. Assumes that 500 pine trees can be planted and maintained within one acre of forest land.

1. Healthy Forests, Healthy Communities (NWPCA) - https://www.youtube.com/watch?v=xliGzm6jz_g



Landfill Avoidance

Landfills pose several negative environmental factors. They are usually built by clearing natural habitats. This loss of natural habitat leads to lost eco-systems and land degradation.

Once a landfill is established, pallets that are disposed of in landfills will eventually release methane and carbon as they decompose. Recent research shows that the amount of methane and carbon released during decomposition of wooden products is lower than previously believed. However, as an organization fully committed to environmental sustainability, Kamps believes in utilizing a pallet's full value before it reaches its end-of-life decomposition stage.

Research conducted by Virginia Tech, the U.S. Forest Service, and the National

Wooden Pallet & Container Association shows that pallet recycling plays a vital role in landfill reduction. According to the research, 178.5 million wooden pallets were landfilled in 1998. In 2016, only 25.39 million wooden pallets were landfilled, an overall decrease of 85.78%.

In 2024, Kamps' commitment to "Harvesting The Urban Forest" played a key role in supporting this trend as our 419 million recycled wooden pallets reduced 7.76 million tons of landfill waste.

Kamps was able to reach this milestone through innovations in our operations both from a materials harvesting and a residuals output standpoint. To learn more about these initiatives please go to page 22 and 23.



2024 Landfill Reduction Scorecard

Pallets Recycled

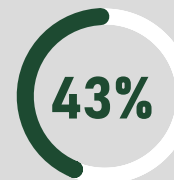
419,440,000¹

Tons of Landfill Waste Saved

7,759,640 Tons²

1. Approximation based on Kamps national network, including historical annual data post Kamps acquisition.
2. Assumes 18.5 kilograms per pallet on average and 100% of the pallets recycled would have otherwise been landfilled.

Perspective



of total annual wood
waste generated in the U.S.*

*Based on latest known EPA verified data for 2018 - using 292.4 million tons as total MSW generated and 6.19% material allocation to wood waste.





Green Energy Report

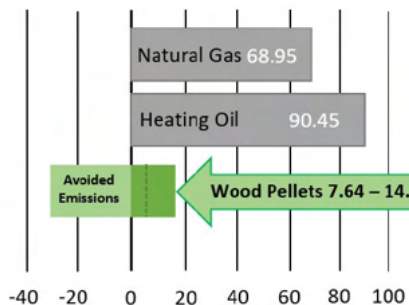
Kamps seeks to extend the life of our products as much as possible, while finding the most environmentally friendly “End of Life” disposal process.

One of our strategic “End of Life” disposal processes is the creation of Green Energy i.e. renewable sources such as Biofuel.

To achieve this, we transfer ground scrap pallets to co-generation plants that power municipalities, schools, and more. One of the co-generation plants can produce approximately 650kwh of energy per every ton of biofuel provided. In 2024, Kamps generated 59,195 tons of biofuel in Michigan, resulting in 38,470 MWh of energy produced in 2024. This is an increase of over 10,000 MWh produced year over year.

Greenhouse Gas Impact of common home heating fuels

(grams of carbon dioxide equivalent/megajoule)



1. Source: Pellets Fuel Institute, claims based on research from Life Cycle Associates report by Unnasch, Buchan (2021).

A secondary source that produces energy is our wooden pellet products. Wooden pellets are low carbon heating alternative to charcoal, natural gas, and heating oil.

Our wooden pellets are created from scrap pallets and wood waste that arrives or is generated in our facilities. Because our pellets are manufactured from these sources, research shows that they have a carbon benefit when compared to common fossil-derived fuel sources, with each production scenario delivering at least a 65% reduction in carbon intensity.

In 2024, across our six company-owned pellet manufacturing facilities, Kamps produced 54,150 tons of wooden pellets, which creates enough energy to heat 21,660 homes. This highlights a decrease in pellets produced year over year, largely caused by operations being temporarily halted at one facility due to a move.



2024 Sustainable Energy Scorecard

Tons of Biofuel Generated in 2024

59,195²

MwH Generated

38,470²



2. Based on first-hand proprietary data owned by Kamps and co-generation plant data.

Wooden Pellets Perspective

Our 54,150 tons of wooden pellets produced in 2024 can heat

21,660
Homes in
the U.S.

for
one
year

3

3. Based on the assumption that the average U.S. household needs 2 to 3 tons of wooden pellets to heat their home annually, according to Pellet Fuels Institute (PFI).



Our Carbon Footprint¹

At Kamps Pallets, we recognize the significant role we play in the broader environmental landscape. Understanding and mitigating our carbon footprint is not just a responsibility, but an integral part of our commitment to a more sustainable future. This report details our progress in accounting for our greenhouse gas (GHG) emissions during the 2024 calendar year, building upon the foundational work established in our previous assessments.

We continued to prioritize efficiency within our transportation network, Kamps Logistics. Through the strategic deployment of advanced route optimization technology and proactive planning across our locations, we successfully lowered the average miles driven per delivery by 10% across multiple locations. While overall total miles driven by Kamps Logistics Inc. increased due to business growth and the integration of “The Rock” into our reporting framework, our focus on optimization remains a key strategy for future emissions reduction.

A significant milestone in 2024 was the development of a comprehensive carbon accounting framework encompassing all our Scope 1 and 2 emissions. This detailed assessment extends beyond our primary operational activities to include previously unquantified sources, such as emissions from our company aircraft used

for business travel and the fleets of our subsidiaries.

This commitment to thoroughness underscores our dedication to **transparency** and provides a more complete picture of our **environmental footprint** - a key early stage in our overall **carbon reduction strategy**

To ensure the integrity and reliability of our carbon accounting, we partnered with good.lab, a recognized leader in emissions reporting and assurance. Their expertise in this critical area is underscored by their work with a diverse portfolio of leading organizations across various sectors. As a certified B Corporation, good.lab brings a strong commitment to rigorous and ethical practices, providing independent verification of our Scope 1 and 2 emissions inventory. This collaboration marks a significant step in our journey towards greater transparency and accountability.

Our reported Scope 1 and 2 carbon emissions for 2024 demonstrate an overall decrease compared to the previous year. It is important to note that this reduction is largely attributable to refinements

Carbon Footprint Analysis and Accounting in Partnership With:



in our data collection processes and methodological improvements, resulting in a more accurate and comprehensive baseline. Specifically, this is due to having a more accurate Diesel fuel impact based on Kamps Logistics’ actual fleet make and models rather than a general category provided by a global standardized tool. This enhanced understanding of our current footprint is a crucial foundation as we move forward.

Continued on the next page

Scope 1



Company
Facilities



Company
Fleet

Scope 2



Purchased Electricity,
Steam, Heating & Cooling



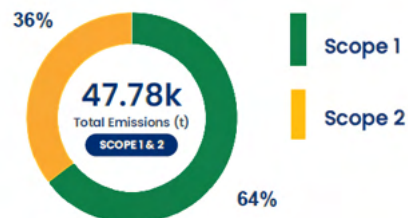
Our Carbon Footprint (Continued)

provided by global standardized tool. This enhanced understanding of our current footprint is a crucial foundation as we move forward.

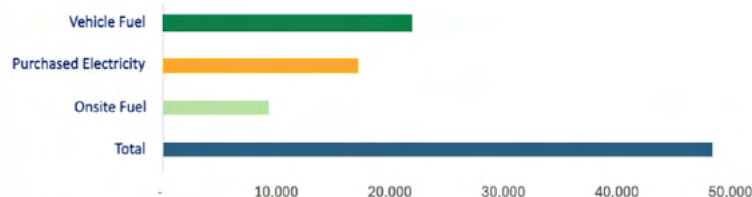
With the establishment of a transparent and comprehensive carbon emissions benchmark in 2024, Kamps Pallets is now positioned to embark on the next phase of our sustainability journey. We are committed to setting ambitious, science-based emissions reduction targets (SBTi) in the coming years – along with a comprehensive carbon reduction strategy that will help us achieve these goals. Our partnership with good.lab will be invaluable as we work towards these goals, driving meaningful and measurable progress in mitigating our climate impact.

We believe that transparency and continuous improvement are essential to building a more sustainable future. We are dedicated to keeping our stakeholders informed of our progress and are excited about the opportunities ahead as we work towards a lower-carbon footprint.

Emissions per Scope %



Emissions per Category, ton CO₂e





Our Carbon Handprint

To paint a more appropriate picture of our carbon emissions avoidance in relation to our footprint, Kamps also conducted a carbon handprint analysis specific to our company owned facilities that were accounted for in our footprint. We used the 2020 Wooden Pallets EPD (UL Certified) for our methodology and calculations.

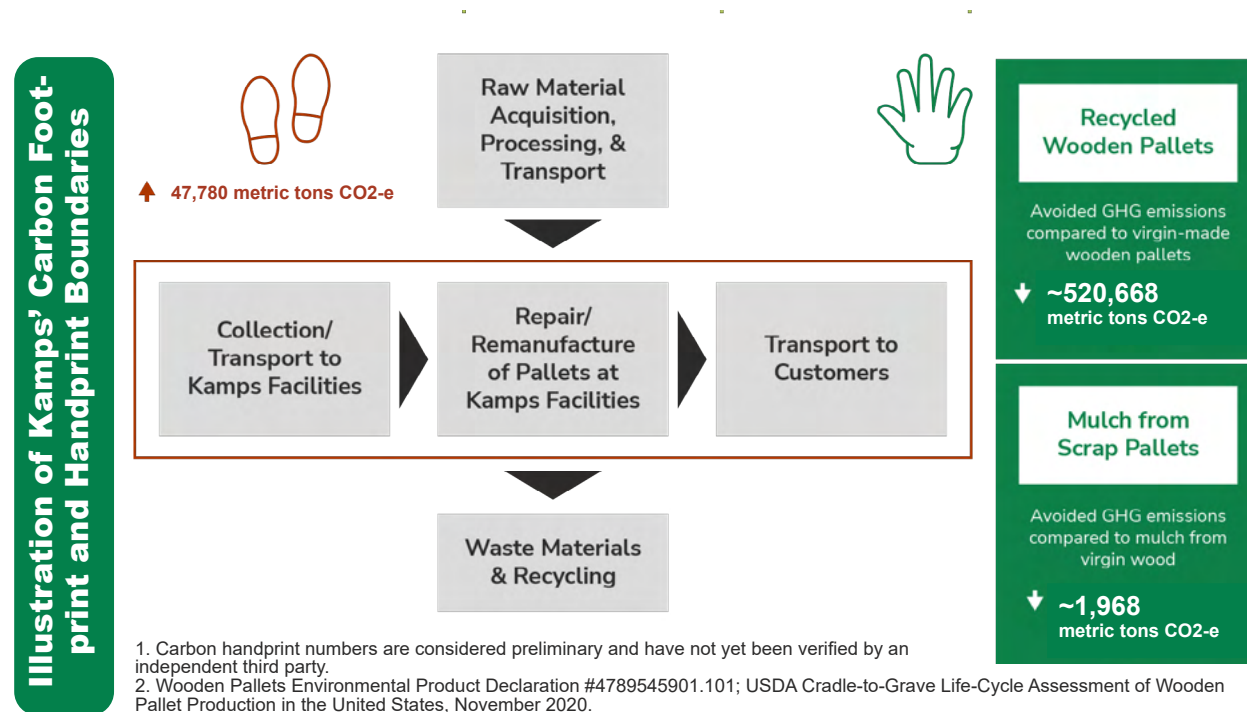
In our handprint case, we focused our initial analysis on two products: recycled wooden pallets and mulch. The analysis compares the GHG emissions associated with producing a refurbished or remanufactured wooden pallet and with grinding mulch from scrap pallet pieces (i.e., Kamps' carbon footprint) with the GHG emissions associated with producing a brand-new wooden pallet with virgin materials and with producing mulch from virgin wood.

Kamps utilized the latest research available to calculate the baseline emissions associated with manufacturing virgin pallets and assumed that a new wooden stringer pallet will last approximately 24 trips. Based on Kamps' refurbishment process, it has been assumed that a remanufactured pallet (i.e., a pallet built from 'like-new' components) and a refurbished like-new pallet (i.e., a pallet that requires minimal repairs) will have the same trip life as a new

wooden pallet, and that a refurbished pallet will last half the trip life of a new pallet.

Kamps has estimated that by reconditioning or remanufacturing approximately 126 million pallets through our Kamps owned and operated facilities in 2024 (which displaces the need to procure a new pallet) and forecasting over a 24-trip period, which represents the useful life of a new

wooden pallet, our business contributes to the avoidance of over 520,668 metric tons CO₂-e of GHG emissions over this time frame. By producing over 620,000 cubic yards of mulch from scrap pallet pieces through our asset-based facilities, Kamps avoided approximately 1,960 metric tons CO₂-e of GHG.





Improvements

Staying true to our culture of continuous improvement, our teams have made great strides in the sustainability of their operations last year



Wood Resource Division: Achievements in Sustainability

In 2024, Kamps' Wood Resource Division advanced its sustainability goals through major infrastructure upgrades and operational innovations. Central to this progress was the relocation and full modernization of its pellet plant to Newton, Iowa. This included installing state-of-the-art automated bagging equipment, improving packaging efficiency and positioning the division to double pellet production by 2025. The new facility also boosted byproduct output, maximizing resource utilization and aligning with industrial ecology principles by turning operational outputs into usable inputs.

To further reduce waste, the division

installed new grinder systems capable of processing larger volumes of wood waste from Kamps plants. This expanded capacity supports the circular economy by repurposing end-of-life pallets and diverting wood from landfills, cutting methane emissions and conserving space.

Environmental efficiency was also enhanced in Millville, NJ, where a densifying auger was installed to reduce the volume of wood waste during transport. This improvement reduces fuel use and emissions by cutting the number of freight trips required.

Additional efforts included a national scrap

metal recycling agreement to manage metallic waste and promote resource recovery. Kamps also implemented air quality testing air units (pictured below) in multiple locations to improve employee well-being. These initiatives reflect the division's holistic approach to sustainability and workforce health.



Air Filtration Units



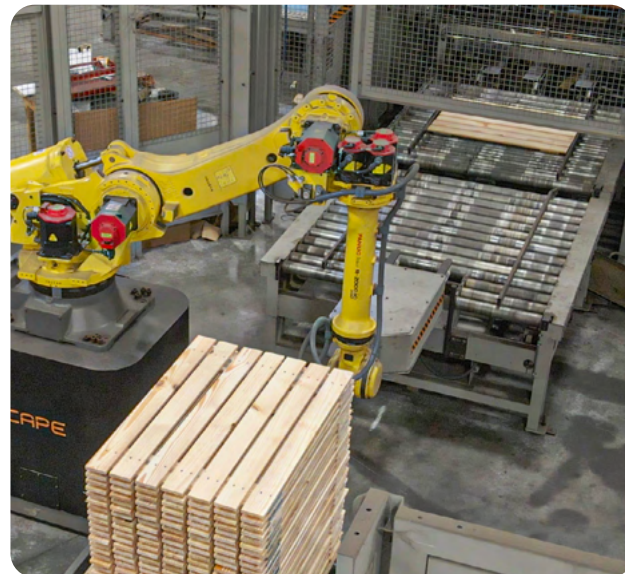
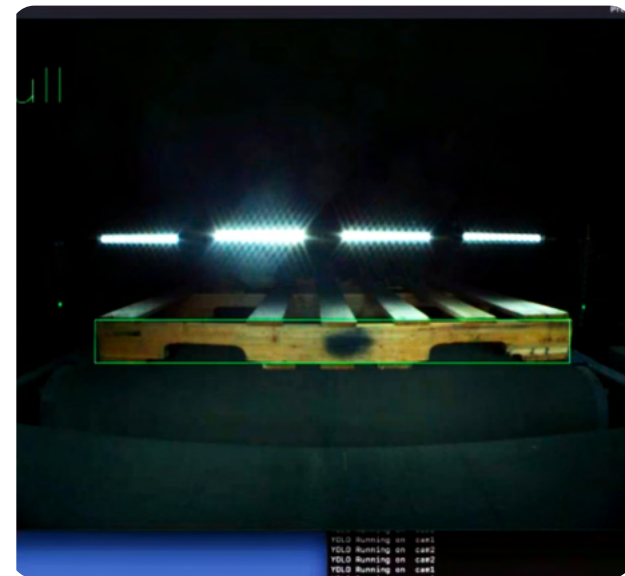
Harnessing Technology to Power Efficient Pallet Management

Kamps leverages advanced technology, such as robotics and artificial intelligence, to optimize the design, manufacturing, and recycling process of our pallet operations.

We have internal teams that partner with global leaders in machinery, equipment, and design to fabricate proprietary systems for our facilities.

We are leveraging advanced AI to streamline pallet operations—using smart systems that automatically sort and stack pallets with precision. Our AI also powers USL lines, analyzing each board to determine the optimal cut size, maximizing material use and improving overall efficiency.

Our technology capabilities allow us to **enhance resource efficiency** and contribute significantly to **cost and waste reduction.**



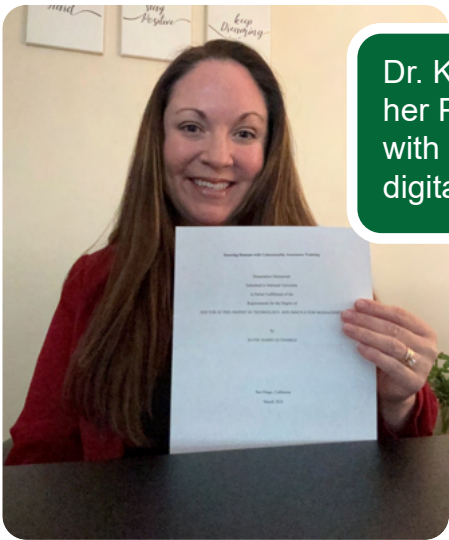


Harnessing Technology to Protect Our Customers and Data

In 2024, Kamps Logistics made significant advancements in IT security and data protection. Highlights included the completion of our first penetration test and a full NIST gap analysis, both of which provided valuable insight into vulnerabilities and opportunities for improvement. These efforts led to the implementation of stricter policies and enhanced security alerting.

We strengthened secure remote access with a full VPN tunnel further protecting network integrity. Internal audits ensured user accounts aligned with the principle of least privilege, and security tools were optimized to better detect and respond to potential threats.

A full review of IT policies and procedures was completed to ensure continued relevance and effectiveness. Kamps also maintained its strong culture of cybersecurity awareness, recognizing Cybersecurity Awareness Month and continuing monthly training programs.



Dr. Katie Gutierrez, our IT Security Manager, earned her PhD in Technology and Innovation Management with a focus on Cybersecurity—strengthening our digital security leadership and team expertise.

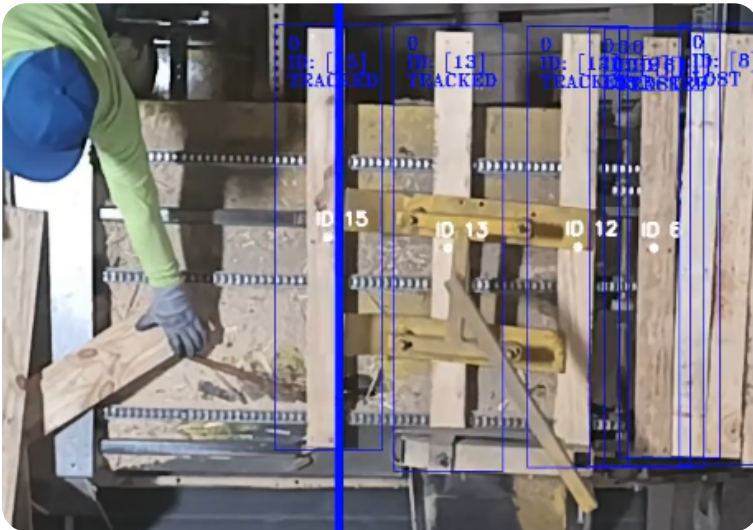


Zero Data Breaches
From Jan 1, 2024 to December 31st, 2024





Continuous Improvement Team Achievements in 2024



In 2024, the Kamps Continuous Improvement team led key initiatives that advanced both environmental sustainability and operational excellence across our wooden pallet operations. A primary focus was reducing board waste through a closed-loop feedback process. The early results of the initiative are proving to double board retention and maximize the usable life of pallet components.

To further support this goal, Kamps is leveraging ai technology along with proprietary machinery. Together these initiatives will not only help improve our efficiency but also drive the smarter recovery of components so they can be reused within the pallet remanufacturing or repair process instead of being a material input for our wood resource services division - a far more valuable result from an environmental and waste management perspective.

Beyond operations, the Continuous Improvement team also invested in workforce development. Monthly “Lunch and Learn” sessions, leadership coaching, and a focus on identifying and supporting Plant Manager Trainees helped develop the next generation of leaders at Kamps.

These initiatives reflect our broader commitment to sustainable operations, circular material use, and employee growth — key pillars in our long-term corporate responsibility strategy.



Sam, a graduate of our Manager-in-Training program, was promoted to a leadership role in less than a year—relocating across the country to take on new challenges and drive impact at a different Kamps location.



Advancing Environmental and Driver Safety Performance

In 2024, Kamps Logistics continued to drive progress toward its corporate social responsibility goals through impactful transportation initiatives. A major focus was reducing environmental impact via route optimization and forward planning, which led to a 10%+ reduction in miles driven across several regions. This directly supports the company's Scope 1 emissions reduction efforts—Kamps' largest emissions category—and reflects a strong commitment to environmental stewardship and operational efficiency.

On the social front, Kamps Logistics

invested in comprehensive driver training to prioritize workforce safety. All drivers complete quarterly safety refreshers, and in 2024, a new three-day defensive driving program was introduced, with full participation expected in 2025.

These efforts contributed to a **30% year-over-year reduction** in accidents.

This was achieved despite increased miles driven, showcasing the success of the company's proactive safety culture.

Together, these environmental and safety advancements reduce greenhouse gas emissions, lower fuel and maintenance costs, and enhance the wellbeing of Kamps drivers. These actions also align with key topics in the SASB framework, specifically Greenhouse Gas Emissions and Workforce Health & Safety, underscoring Kamps Logistics' commitment to addressing sustainability issues that are both operationally and financially material.





Investing in Our Employees

In 2024, our Human Resources department advanced its commitment to fostering internal talent and career growth. We continued to prioritize promotions from within, empowering employees with clear advancement pathways and recognizing high performance. Our education reimbursement program supported employees in pursuing learning aligned with their career goals and company objectives.

A major expansion of the Operations Management Trainee program created

additional opportunities for early-career professionals to build leadership skills and contribute to the future of Kamps. These initiatives reflect a robust internal talent development ecosystem that aligns with our broader goals in corporate social responsibility and workforce engagement.

Kamps also completed a Labor and Human Rights report in 2024 to help guide future initiatives in workforce fairness, diversity, and ethical employment practices.

Additionally, we transitioned our health benefit plans in 2024 to offer more comprehensive coverage and a wider provider network. This change was driven by a thorough evaluation of cost, quality, and administrative performance to better meet the evolving needs of our employees and their families.

2024 Employee Improvements

Multiple employee upskilling and career growth programs expanded

Shared new hires to a broader audience to welcome and onboard

Implemented improved service award program

Completed first Human Resources report to get a better understanding of employee demographics and leadership demographics along with career mobility opportunities.

Promoted plant celebrations in recognition of holidays, birthdays, etc

Tuition reimbursement for approved courses

Promoted significantly within for new opportunities to meet rapid growth

Healthcare plan improvement

Expanded manager in training program





Caring For Our Employees' Wellbeing

The safety and wellbeing of our employees remain top priorities at Kamps. In 2024, we built upon our existing success by launching a modern safety program that incorporates industry best practices and new technologies. This proactive program emphasizes preventative measures, comprehensive training, and continuous improvement—further reinforcing our deeply embedded “Safety First” culture.

We also continued to lower our Total Recordable Incident Rate (TRIR), achieving multiple consecutive years

of improvement in workplace safety outcomes.

A key driver of this success remains our standardized quarterly site assessments, implemented in 2023, which rate all facilities on a 1–5 scale from “Unacceptable” to “World Class.” These assessments evaluate performance across key categories such as OSHA compliance, Kamps Behavioral Safety Standards, and Plant Professionalism. Each facility is required to submit a corrective action plan that outlines specific countermeasures for any observed issues.





Forward Looking Statements

Kamps is proud of the work we have achieved in 2024 and prove to make more progress in the 2025 calendar year.

Policy Development



Draft corporate policies for areas like Customer Health & Safety, Product Safety, Environmental Stewardship, and Cybersecurity

Environmental Sustainability



Achieve at least 95% waste to landfill avoidance at five facilities

Position ourselves to develop a carbon reduction strategy and set SBTi-aligned goals by 2027

Workplace Ethics



Expand our Labor and Human Rights Report from 2024 to cover more employee-relevant topics

Employee Development



Expand our employee training and development programs





Caring for our Local Communities

A few organizations we are proud to support with financial donations



West Side Christian School



West Side Christian School



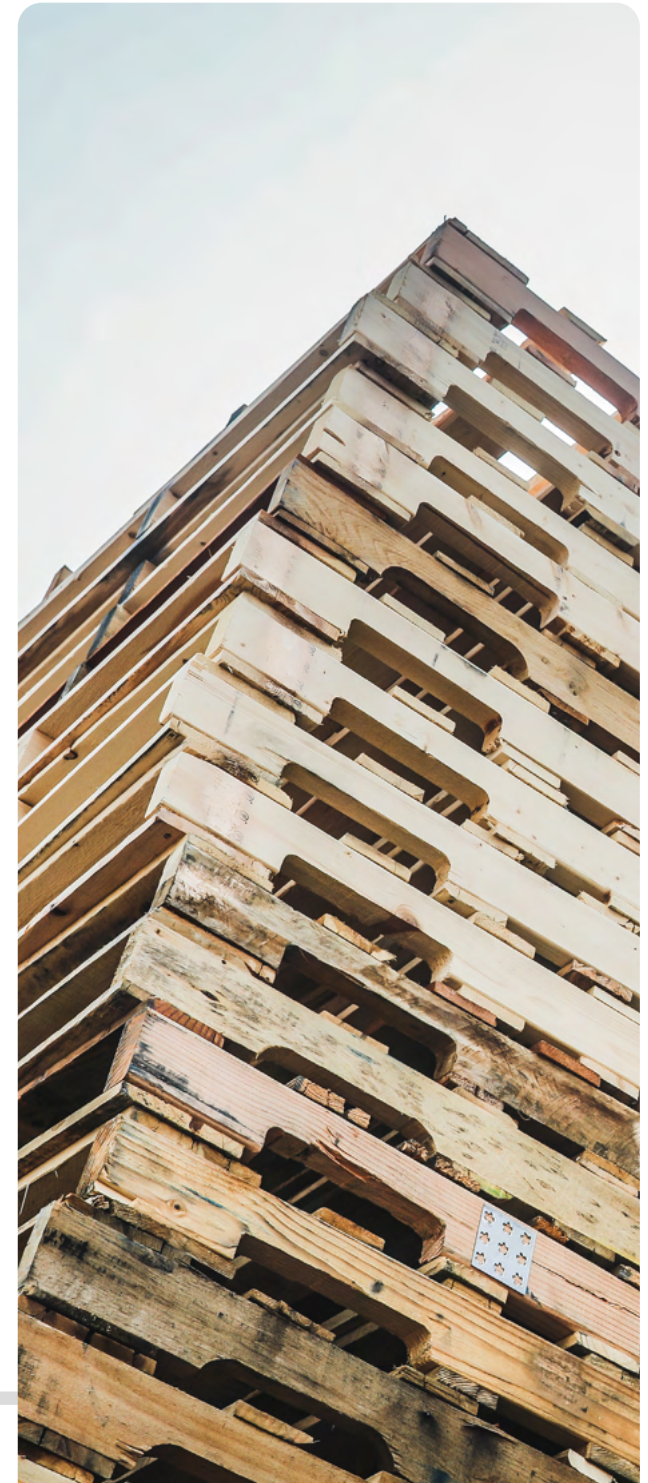
Disclosure Statement

Information regarding Kamps, Inc. (“Kamps” or “Company”) is provided for information purposes only and is non-binding. This Corporate Social Responsibility (CSR) report was not prepared with the intention of soliciting business agreements.

The information contained herein is not, and may not be, relied on as an offer to sell or a solicitation of an offer to buy Company products. Statements contained in this report that are not historical facts are based on current expectations, estimates, projections, opinions and beliefs of Kamps. Such statements involve known and unknown risks, uncertainties and other factors, and undue reliance should not be placed thereon. In addition, certain information contained herein represents or is based upon forward-looking statements or information, including CSR-based initiatives. While Kamps believes such information is based on reasonable assumptions, forward-looking statements are inherently uncertain and actual events or results may differ from those projected, therefore, undue reliance should not be placed on such information.

In addition, while Kamps seeks to integrate certain environmental and social factors into its operations and manufacturing processes in accordance with our Corporate Social Responsibility policy and any applicable legal, regulatory or contractual requirements, there is no guarantee that the Company’s Corporate Social Responsibility policy is successful or that its initiatives create a positive impact on the aforementioned factors. There are significant differences in interpretations of what positive environmental and social characteristics mean by region, industry and issue and these interpretations are rapidly evolving.

Information herein is as of December 30, 2024, and covers our full 2024 fiscal year.





Appendix



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Response	Code
Greenhouse Gas Emissions	Scope 1 Emissions	Quantitative	Metric tons (t) CO2-e	30,602.7	RT-CP-110a.1
	Scope 2 Emissions	Quantitative	Metric tons (t) CO2-e	17,181.93	RT-CP-110a.1
	Discussion of long-term and short-term strategy or plan to manager Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	N/A	Kamps has goals to set emissions reduction targets in line with SBTi by 2028. Our current strategy focuses on emissions reductions actions such as: Fleet and route optimization, sustainable material sourcing, and operations optimizations. Future strategies may include renewable energy implementation, such as solar, with goals of reducing our Scope 2 emissions.	RT-CP-110a.2
Air Quality	Air emissions of the following pollutants: 1) Nox, excluding N2O, 2) SO, 3) volatile organic compounds (VOCs), and 4) particulate matter	Quantitative	Metric tons (t)	N/A	RT-CP-120a.1
Energy Management	1) Total energy consumed, 2) percentage grid electricity, 3) percentage renewable, 4) total self-generated energy	Quantitative	KwH	1) 41,098,751.70 2) 100% 3) 0% 4) 0%	RT-CP-130a.1
Water & Wastewater Management	1) Total water withdrawn, 2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	mgd, mgd %	N/A Water is not a material input to our manufacturing processes. Water is primarily utilized for potable and sanitary purposes and is most commonly supplied by a local municipality.	RT-CP-140a.1
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	Zero documented instances of non-compliance with water quality permits, standards, and regulations in 2024	RT-CP-140a.3
Waste Management	Amount of hazardous waste generated; percentage recycled	Quantitative	Metric tons (t), Percentage (%)	0, 0.0%	RT-CP-150a.1
Product Safety	Number of recall issues, total units recalled	Quantitative	Number	0	RT-CP-250a.1
	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and analysis	N/A		RT-CP-250a.2



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Response	Code
Product Lifecycle Management	Percentage of raw materials from 1) recycled content, 2) renewable resources, and 3) renewable and recycled content	Quantitative	Percentage (%) by weight	1) 93%, 2) 99%, 3) 99%	RT-CP-410a.1
	Revenue from products that are reusable, recyclable, and/or compostable	Quantitative	Reporting Currency	100%	RT-CP-410a.2
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and analysis	N/A	Kamps, a leader in pallet recycling, is committed to both environmental responsibility and partnering for success. To achieve this, we have made substantial investment in 2024. These investments include investments in technology, machinery, and improved processes. This has allowed us to guarantee zero wood waste for all our incoming wooden pallets. Because of the nature of our operations, we receive additional non-wood materials and utilize non-wood materials in our recycling and manufacturing process. Currently, Kamps tracks, sorts, and collaborates with local recyclers to manage these materials and ensure landfill diversion. The next step in our strategy includes looking at broader zero waste initiatives and partnering with reputable organizations to receive zero waste certifications for our facilities to further solidify our claims and efforts.	RT-CP-410a.3
Supply Chain Management	Total wood fiber procured, percentage from certified sources	Quantitative	Metric tons (t), Percentage (%)	0.0%	RT-CP-430a.1
	Total aluminum purchased, percentage from certified sources	Quantitative	Metric tons (t) CO2-e, Percentage (%)	0.0%	RT-CP-430a.2
Business Ethics	Description of whistle-blower policies and practices	Discussion and analysis	N/A	The Kamps employee handbook includes our company's whistleblower and non-retaliation policy. Every employee is required to acknowledge the receipt of the company handbook.	FN-AC-510a.2
Critical Incident Risk Management	1) Number of facilities with site-specific emergency response plans and 2) % of workforce trained	Quantitative	#, %	1) Every Kamps facility has a site-specific emergency response plan in place. 2) 100%	FN-AC-510a.2



Topic	Accounting Metric	Category	Unit of Measure	Response	Code
Data Security	Description of approach to identifying and addressing data security risks	Discussion and analysis	Discussion	Kamps conducts regular risk assessments and security tests, the results of which are leveraged to continuously improve our data security program. We also make significant investments in improving our security team by adding new members and encouraging continued education.	CG-MR-230a.1
	Number of data breaches	Quantitative	#	1) 0	N/A
	Percentage involving personally identifiable information (PII)	Quantitative	%	1) 0%	CG-MR-230a.2
Product Quality & Safety	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and analysis	Discussion	N/A: Kamps does not manage utilize chemicals to manufacture or treat its products (wood pallets). Product treatment is limited to heat treatment only.	CG-BF-250a.1
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	Quantitative	%	N/A: Kamps does not manage products that would be eligible for regulation under 40 CFR 59 - National Volatile Organic Compound Emission Standards for Consumer and Commercial Products	CG-BF-250a.2



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