

# Advancing Supply Chains

Kamps Corporate Social  
Responsibility Report

20  
26

[www.kampspallets.com](http://www.kampspallets.com)



# About This Report

In previous years, we have focused on geographic growth and integrating new operations into our system and “Kamps Way” standards. In 2025, we focused on broadening our social responsibility initiatives, dialing in on what it means to be a sustainability leader in the industry, and examining in greater granularity our areas for improvement.

We are proud to publish the 2026 report with the most in-depth, precise information yet, and look forward to future reports as we continue to refine our goals, processes, and social responsibility efforts.

Applicable Sustainability Accounting Standards Board (SASB) standards can be found on pages 33 and 34.

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# Kamps Overview

**544,000,000+**

Pallets Manage Annually

**7500+**

Trailers in our National Fleet

**4000+**

Employees Nationwide

## What's Inside

- A letter from our CEO
- About Kamps
- Our CSR committee
- What we're a part of



# A Letter From Our CEO

While previous years focused heavily on geographic growth, 2025 marked a pivotal shift toward deepening Kamps' impact as a sustainability leader in our industry. This past year, we shifted our focus toward broadening our social responsibility initiatives, sharpening our data precision, and examining our operations with greater granularity. We continued to expand our Comprehensive Pallet Lifecycle Services™ (CPLS) offerings to support customers in their cost and waste reduction goals. We also further incorporated additional products and services to our scope, in line with our overall strategy of continuously enhancing the value we bring to our customers. You can read more about these offerings on page 10 of this report.

Through the collective effort of our dedicated team, suppliers, and customers, Kamps achieved extraordinary milestones. Our core mission remains centered on optimizing customer supply chains through innovative circular programs, a commitment recognized this year with the John Deere Supplier Sustainability Award and the Reusable Packaging Association's Excellence in Reusable Packaging Award. In addition to our recognition, we have also achieved operational milestones. In 2025, we recycled over 425 million pallets through our national network. This effectively avoided nearly 12.9 million metric tons of CO2 emissions and diverted 8.7 million tons of waste from landfills.

Leadership requires vision, goal setting, continuous improvement, and transparency. We are excited for what is to come in the near future for us at Kamps – from our first solar panel array to continuing to expand our sustainable products and services portfolio.

This report provides a transparent account of our milestones in 2025, our current progress, and our clear vision for the future. Thank you for your continued trust and partnership as we build a more sustainable future - one pallet at a time.

**Mitchell Kamps**  
CEO

# Kamps Sustainable Values

Kamps relies on a firm foundation of core values to translate our overarching sustainability strategy into daily, actionable tactics. Our seven sustainable values are critical because they serve as the environmental, social and ethical compass for our entire operation. By anchoring our initiatives in these specific pillars, we ensure that every decision we make drives a positive, measurable impact for our supply chain, our planet, and the communities we serve.



## Responsible Forestry

Advance forest health and biodiversity through sustainable sourcing and pallet recycling.

## Carbon Reduction

Set carbon reduction goals and implement carbon reduction strategies.

## Integrity & Ethics

Build trust through transparent and ethical business practices.

## Continuous Improvement

Continuously innovate and find opportunities for stronger operations, better business practices, and a greener future.

## People & Communities

Provide opportunities to all employees, support our communities, and ensure equal dignity and rights to all other stakeholders.

## Circularity

Promote and practice circular economy principles in order to minimize waste to landfills.

## Sustainable Supply Chain

Drive sustainability and accountability across our entire supply chain.

## 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 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 one of the largest manufacturers and service providers for new and recycled pallets. It has over 400 locations in its national network, which includes over 50 asset-based manufacturing, recycling facilities, TPM/Onsites and service providers.

**Comprehensive**  
Pallet Management Capabilities

**544,000,000+**  
Pallets Managed Annually.



**4,000+**  
Employees



**7,500+**  
Trailers\*



**53**  
Years of Experience

**400+ Locations**  
Nationwide.

**55+**  
Asset-Based

**350**  
Service Providers

**30**  
TPM/On-Sites

Trailers registered to Kamps Logistics, LLC - a subsidiary 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 4,000 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.

## Our Customers

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 for our customers. Additionally, through our Green Scorecard program, we are able to provide our customers with insight into the impacts they make through the utilization of our pallet refurbishment, recycling, and management services.

## Our Community

As home to our employees and customers, communities in which we have a presence 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 to ensure our environmental impact remains minimal.

# Corporate Social Responsibility Committee

Since its launch in 2023, our Corporate Social Responsibility (CSR) committee has been instrumental in embedding sustainability into the core of Kamps, showcased in our 2025 achievements. The committee meets biannually to oversee the tracking, implementation, and reporting of all CSR initiatives.

By strategically appointing members from across the organization, we ensure that our sustainability practices are highly visible and backed by the leadership and resources needed to drive real impact.

## Growth of CSR Committee in 2025

The CSR committee continued its third year of operation with biannual meetings to make key decisions on new and continuing initiatives. To expand the committee's scope and impact, Kamps internally promoted a Corporate Social Responsibility (CSR) Coordinator. The CSR Coordinator will lead key initiatives and manage actionable strategies to ensure organizational goals are met.



**Mitchell Kamps**

Chief Executive Officer



**Jerry Bialek**

Chief Financial Officer



**Tim Eppinga**

Chief Commercial Officer



**Joe Laurent**

VP of Human Resources



**Brian Haas**

VP of IT



**Brad Rietema**

EVP of Manufacturing



**Michael Daray**

General Counsel



**Kelly Marvel**

Director, Human Resources



**Fuad Hasanovic**

Marketing Manager



**Curtis Brushman**

Senior Safety Manager



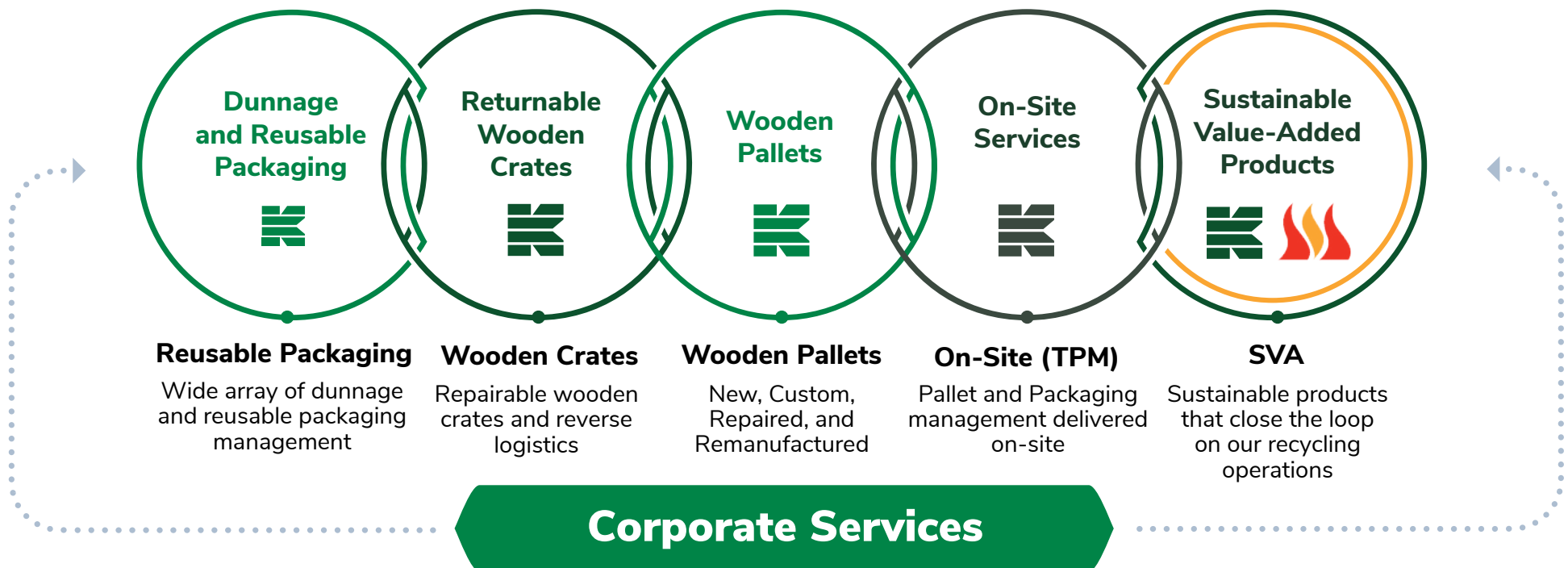
**Emma Condet**

Corporate Social Responsibility Coordinator

# Our Business Units

Building upon 50 years of strategic vertical integration, Kamps presents an evolved perspective on our business units, designed to better reflect our comprehensive sustainable portfolio. This new structure showcases a powerful, closed-loop system across all product and service segments.

Our specialized capabilities now range from managing a wide array of Reusable Packaging and repairable Wooden Crates with advanced reverse logistics to our fundamental expertise in Wooden Pallets, spanning new, custom, repaired, and remanufactured designs. We support customer operations directly with On-Site (TPM) services for efficient pallet and packaging management. Most importantly, we close the material loop with our Sustainable Value-Added Products (SVA), converting recycled materials into valuable byproducts. This integrated approach ensures Kamps remains an industry leader at every stage of the product lifecycle.



# Our Sustainable Pallet Lifecycle

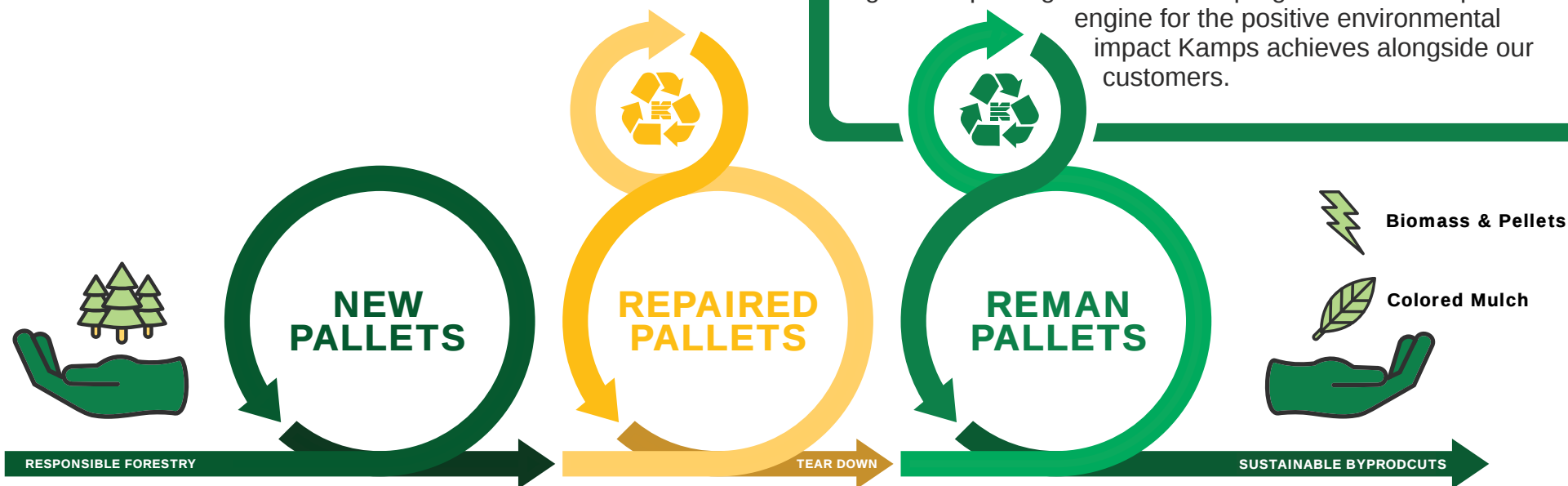
In order to deliver maximum economic and environmental value to our stakeholders, Kamps has a team of experts in every stage of the pallet lifecycle.

Our Sustainable Comprehensive Pallet Lifecycle differentiates us from simple recycling programs and allows us to deliver robust up-cycling value.

## CPLS in 2025

Since disrupting the pallet industry in 2023 by offering customers access to our vertically integrated capabilities through a single program, Kamps has continued to scale this revolutionary model. In 2025, we took our Comprehensive Pallet Lifecycle Services (CPLS) platform to new heights, expanding our reach and deepening existing partnerships to record levels.

The remarkable environmental milestones and achievements detailed in this report are a direct result of this ongoing growth—proving that our CPLS programs remain a powerful engine for the positive environmental impact Kamps achieves alongside our customers.





# Carbon Emissions Prevention

Our Sustainable Pallet Lifecycle program helps prevent millions of metric tons of CO<sub>2</sub> emissions. 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 offset strategy is largely driven by this difference, with a focus on extending the life of a pallet to its maximum potential thereby reducing 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 is also able to offset carbon emissions.

The amounts reported on this page include Kamps' national network, on-site TPM operations, and rental pallet repair facilities.\*

For just Kamps-owned facilities, Kamps also conducted a carbon hand-print analysis, which can be found on page 20.

\*The figures regarding environmental impacts are based on internal methodologies, assumptions, industry research, lifecycle assessment data, EPA models, and other third-party resources where referenced, and have not generally been independently assured unless expressly stated.

## 2025 Carbon Off-Set Scorecard

Pallets Recycled in 2025

**425,730,000**

Carbon Emission Reduction

**12,897,746 Tons<sup>2</sup>**



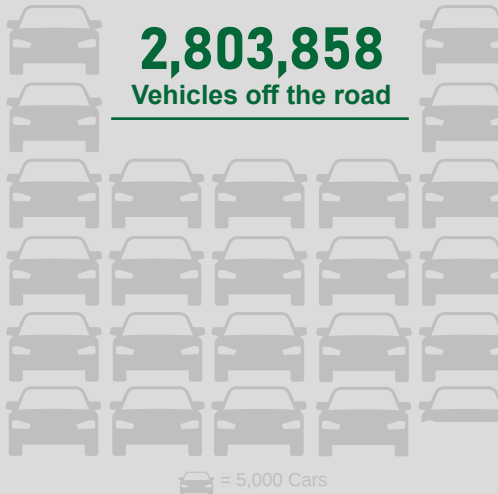
1. Approximation based on Kamps national network, including historical annual data post Kamps acquisition.

2. Based on Version 13 of EPA's WARM model for dimensional lumber.

## Perspective

Our 2025 Carbon reductions are equivalent to taking

**2,803,858**  
Vehicles off the road



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)



# Associations

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



**Emma Condet**  
NCASI  
Sustainability  
Committee



**Fuad Hasanovic**  
NWPCA Marketing  
Committee & PCR/  
LCA Subcommittee



**Justin Kamps**  
NWPCA BoD &  
Executive Committee



**Matt Klein**  
PFI Board of  
Directors



**Damon Williamson Speaking at  
Pack Expo**

# 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 eight 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



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

# Our Impact

**425,730,000**

Pallets Recycled in 2025

**18,956,816**

Trees Saved

**8,714,693**

Tons of Landfill Waste Saved

## What's Inside

- Kamps' Responsible Forestry
- Landfill Avoidance
- Green Energy Report
- Associations and Memberships
- Kamps Carbon Prints

# Responsible Forestry

Forests play 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 protection of precious land-based ecosystems. On a socio-economic level, healthy forests provide shelter and jobs for forest and lumber-dependent communities.

Kamps' strategic approach involves lowering our dependence on virgin lumber where feasible and 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. <sup>1</sup>

Through our responsible forestry initiatives, Kamps saves a large quantity of trees by maximizing the value of every used pallet, which sustains 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 28.

## 2025 Responsible Forestry Scorecard

Board-Feet Produced  
By Average Tree <sup>2</sup>

**320**

Average Board-Feet  
Used By Pallet <sup>2</sup>

**14.07**

Pallets Recycled in 2025

**425,730,000<sup>3</sup>**

Trees Saved

**18,956,816**

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 **18,956,816 trees saved** in 2025 equates to **37,437.632 acres** of healthy forest land saved. <sup>4</sup>

This is equal to

**1.05X**

**Bryce Canyon National Park**  
Utah

35,835 Acres

**1.28X**

**City of Grand Rapids**

Grand Rapids, Michigan

29,200 Acres

**121X**

**The National Mall**

Washington D.C.

309.2 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](https://www.youtube.com/watch?v=xliGzm6jz_g)

\*The figures regarding environmental impacts are based on internal methodologies, assumptions, industry research, lifecycle assessment data, EPA models, and other third-party resources where referenced, and have not generally been independently assured unless expressly stated.

# Landfill Avoidance

Landfills have several negative environmental impacts. 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 2025, Kamps' continued commitment to "Harvesting The Urban Forest" played a key role in supporting this trend as our 425 million recycled wooden pallets reduced landfill waste by over 8.71 million tons.

Kamps was able to reach this milestone through innovations in our materials harvesting and residuals output management.\*



## 2025 Landfill Reduction Scorecard

Pallets Recycled

**425,730,000**<sup>1</sup>

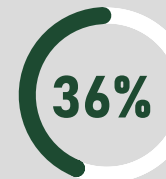
Tons of Landfill Waste Saved

**8,714,693** Tons<sup>2</sup>

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.

\*The figures regarding environmental impacts are based on internal methodologies, assumptions, industry research, lifecycle assessment data, EPA models, and other third-party resources where referenced, and have not generally been independently assured unless expressly stated.

## 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 2025, Kamps generated 13,344 tons of biofuel in Michigan, resulting in 8,673.6 MWh of energy produced in 2025.

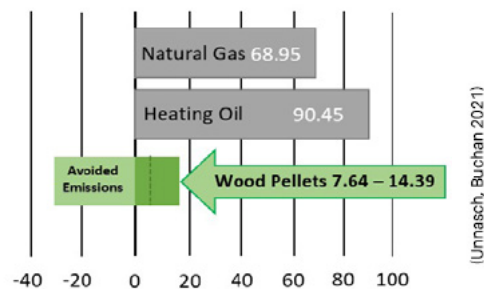
A secondary source that produces energy is our wooden pellet products. Wooden pellets are a low carbon heating alternative to charcoal, natural gas, and heating oil.

Our wooden pellets are created from scrap pallets and wood waste that arrives at 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 2025, across our six company-owned pellet manufacturing facilities, Kamps produced 57,120 tons of wooden pellets, enough to heat 22,848 homes.

## 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).

## 2025 Sustainable Energy Scorecard

Tons of Biofuel Generated in 2025

**13,344<sup>2</sup>**

MWh Generated

**8,673.6<sup>2</sup>**



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

## Wooden Pellets Perspective

Our 57,120 tons of wooden pellets produced in 2025 can heat

**22,848**  
Homes in  
the U.S.

for  
one  
year

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).



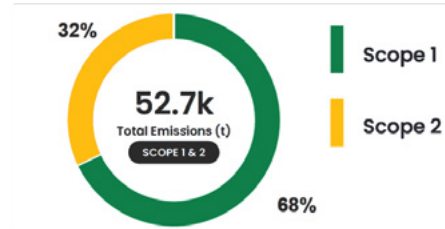
# Our Carbon Footprint

We continued our partnership with good.lab for quantification accuracy and reporting on Scope 1 and 2 emissions.

This year, we saw an overall increase in emissions of 10.3% with the increase being completely attributed to increases in Scope 1 emissions. We saw an increase of 12% in vehicle miles from more vehicle trips and a 5% increase in onsite fuel as a result of more comprehensive data collection. The quantification information is crucial to our understanding of energy usage throughout company operations and allows us to target specific areas for future decarbonization strategies.

As part of our ongoing transparency and reporting goals, we will start to quantify Scope 3 emissions in the coming year, and plan to set emissions reductions targets as well. We believe that transparency and continuous improvement are essential to building a more sustainable future.

## Emissions per Scope %



## Scope 1



Company  
Facilities



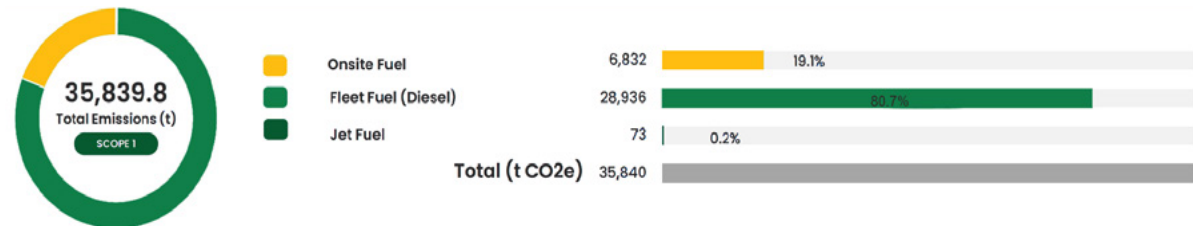
Company  
Fleet

## Scope 2



Purchased Electricity,  
Steam, Heating & Cooling

## Emissions per Scope 1 Category, ton CO2e



## Carbon Footprint Analysis Partner



## What is a B Corporation?



A Certified B Corporation, or B Corp, is a business that meets high standards of social and environmental performance, public transparency, and legal accountability. They are verified by B Lab, a non-profit organization, and are committed to using business as a force for good. To learn more visit <https://www.bcorporation.net/en-us/>

# Our Carbon Handprint

To paint a more appropriate picture of our carbon emissions avoidance in relations 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.

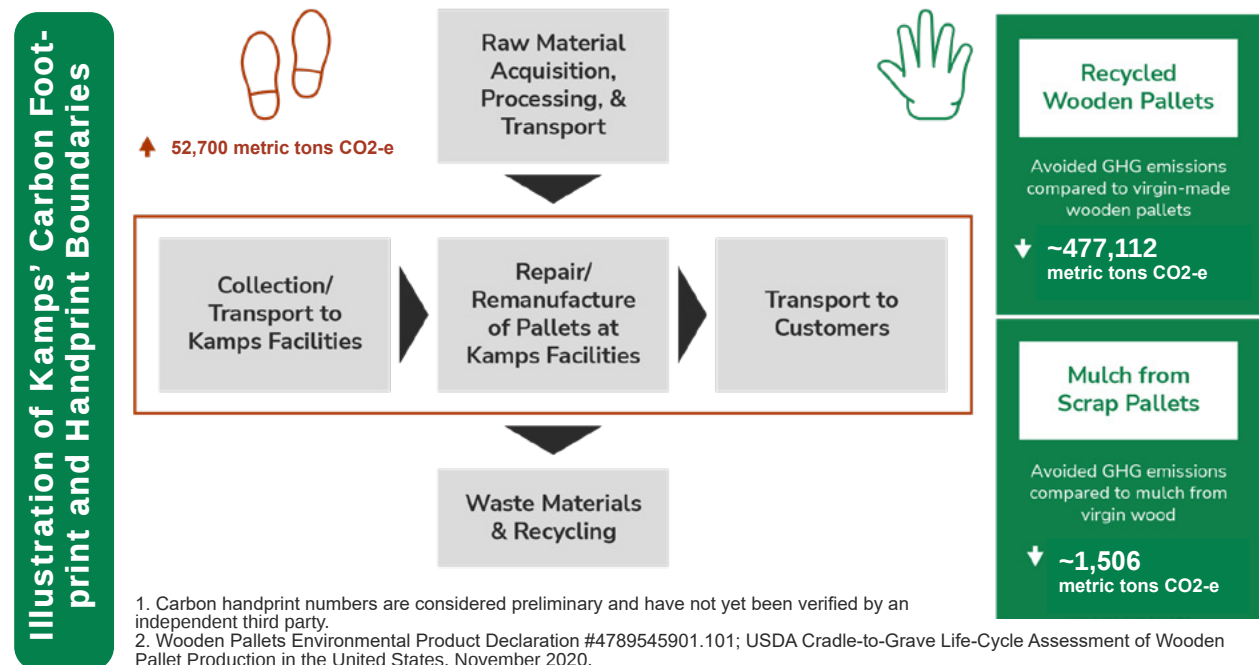
In our handprint case, we focused our initial analysis on two products: recycled wooden pallets and mulch. The analysis compares the GHG emissions associated with producing a refurbished or remanufactured wooden pallet and with grinding mulch from scrap pallet pieces (i.e., Kamps' carbon footprint) with 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 recycling 115M+ pallets through our Kamps owned and operated facilities in 2025 (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 477,112 metric tons CO<sub>2</sub>-e of GHG emissions over this time frame. And by producing close to 586,221 cubic yards of mulch from scrap pallet pieces, Kamps avoided approximately 1,506 metric tons CO<sub>2</sub>-e of GHG.\*



\*The figures regarding environmental impacts are based on internal methodologies, assumptions, industry research, lifecycle assessment data, EPA models, and other third-party resources where referenced, and have not generally been independently assured unless expressly stated.

# Advocacy

In 2025 Kamps made strides in advocating sustainable logistics through policy engagement and thought leadership. We hosted US Representative Hillary Scholten to connect lawmaking with on-the-ground operations, contributed critical data to establish updated industry standards for pallet emissions tracking, and presented our latest AI-driven innovations at Pack Expo to champion supply chain optimization.

## Building Policy Through Action

US Representative Hillary Scholten visited our Grand Rapids plant as a way to strengthen industry-lawmaker partnerships, and in an effort to see firsthand our operations and our values at work. Members of Kamps leadership team were able to give Scholten an in-depth tour of the Grand Rapids plant, answer questions about how policies directly affect companies on the ground, and support more informed decisions that she might make in Washington.



## Innovative - Team Player

In 2025, Kamps contributed data for both new and recycled pallet plant operations to support Woodpack Global in developing a new industry standard Life Cycle Assessment (LCA) for wooden pallets.

The LCA will be an update to the last one published 5 years ago. The LCA will also allow a new industry standard EPD to be developed which will help pallet manufacturers assess their pallet greenhouse gas emissions



## Leading the Conversation

Damon Williamson, VP of Business Development, presented on Kamps innovations in AI, Machinery, and Process Improvement through our Comprehensive Pallet Lifecycle Services (CPLS) programs at the Reusable Packaging Association(RPA) Learning Center at the Pack Expo. Our CPLS system offers our customers increased cost savings, visibility, and control by focusing on optimization, reuse, and improved visibility.



# Giving Back to Our Local Communities

A few organizations we are proud to support with financial donations



Boy Scouts of America



West Side Christian School

# Recognition

Kamps continues to lead the industry in circular logistics, earning top accolades for sustainability and leadership. This year, we proudly celebrate John Deere's 2025 Supplier Sustainability Award, the RPA's 14th Annual Excellence in Reusable Packaging Award for our asset-tracking partnership with General Motors, and the selection of Dr. Katie Gutierrez and Kelly Marvel for Supply and Demand Chain Executive's prestigious Women in Supply Chain Award.

## John Deere Award

Kamps received John Deere's 2025 Supplier Sustainability award for excellence in sustainable processes, products, and operations. Through a collaborative, comprehensive pallet management system, we demonstrated the emissions savings, circular operations, and responsible business practices that cement our position as an industry leader.



## Zero Waste Certified



Kamps was honored with Zero Waste recognition from Zero Waste USA for both our Detroit and Taylor facilities. While pallet manufacturing and recycling are inherently low-waste business models, our teams achieved an impressive 97% waste diversion rate by maximizing board reuse and finding creative outlets for residual wood that cannot be rebuilt into pallets.

## Recognizing Our Female Leaders



Dr. Katie Gutierrez and Kelly Marvel SHRM-SCP were both recognized as recipients of the "Women in Supply Chain" award by Supply and Demand Chain Executive magazine. This award celebrates female professionals who have made significant contributions to the supply chain industry and their organizations.

## RPA Award in Partnership with GM



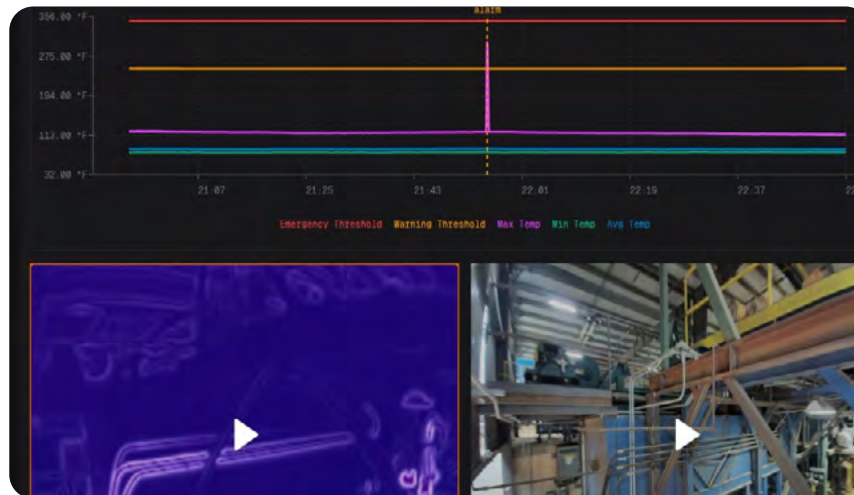
Kamps won the 14th annual Excellence in Reusable Packaging Award for our Comprehensive Pallet Life-Cycle program. Partnering with General Motors, we implemented a multi-location tracking system that optimized material flow, cut costs, and eliminated waste within a circular supply chain.

# Improvements

Kamps implemented these strategic improvements to reinforce our commitment to operational excellence, environmental sustainability, and a safe, compliant workplace. By investing in AI safety technology, achieving 97% waste diversion, and elevating our employee training, we ensure a resilient supply chain that our partners can trust.

## AI Fire Detection

Kamps partnered with AVIAN to install AI cameras for real-time fire risk monitoring in our sawmill. By detecting hazards like overheating equipment, dust accumulation, and belt slips, this technology protects employees, maintains operations, lowers insurance costs, and prevents damage to our business and community.



## Ecovadis Improvements

For the third consecutive year, Kamps was able to increase our Ecovadis score, keeping our Committed status.

Our focus this year was enacting new policies and implementing actionable measures that make a real difference across our operations, like our Zero Waste recognition from Zero Waste USA.

## Elevating Team Standards

We partnered with Tralient to revamp our training programs, improving centralized oversight and assurance. In 2025, employees completed standard compliance courses including workplace discrimination and sexual harassment training alongside specialized professional development like Anti-Trust and Competition Law for our sales and business development teams.

## Revitalized Internship Program

In 2025, Kamps revitalized our internship program to foster growth and improvement for the next generation of decision makers. Our three interns helped in the Marketing, Human Resources, and Legal departments to provide support and gain insight into business operations, data management, and department specific career building tasks.



# Present

**Improved Environmental Awareness**

**Added CSR Representative**

## What's Inside

- Recent Recognitions
- What Kamps Advocates
- New Corporate Social Responsibility Member

# Present

Kamps is driving meaningful change in 2026! By welcoming our new Corporate Social Responsibility Coordinator to champion ESG initiatives, achieving our third consecutive Ecovadis score increase, planting roots in our community at ArborFest, and advocating for the industry at the PFI Fly-in, we are actively building a more sustainable and responsible future.

## Added a Corporate Social Responsibility Coordinator



**Emma Condet**

Corporate Social Responsibility Coordinator

In early 2026, Kamps hired a Corporate Social Responsibility (CSR) Coordinator to expand its sustainability initiatives. The role involves managing FSC certifications, revamping sustainability metrics, and overseeing compliance to advance Kamps' environmental, social, and governance (ESG) goals.

## 2026 PFI Fly-In

Matt Klein attended 2026 PFI Fly-in. Met with Iowa Senator Joni Ernst and Iowa Rep Mariannette Miller-Meeks. He was elected as Co-Chairman of Regulatory and Government Affairs while at the fly-in.



## Tree Planting

This year, Kamps HQ employees volunteered at the Friends of Grand Rapids Parks ArborFest, planting trees to boost the city's canopy. This aligns with Grand Rapids being recognized as a Tree City USA for the 28th consecutive year.



## Zero Data Breaches

In 2025, Kamps continued to increase its IT security and data protection. Focusing on training and overall improvements to our security systems these changes resulted in Kamps experienced no known reportable data breaches during 2025. Looking forward we are always working on staying ahead and ensuring that our teams are keeping not only Kamps secure but our clients as well.

# Future

**Healthy Forests**

**Emissions Assurance**

## What's Inside

- Focusing on Forests
- Carbon Reduction
- Looking out for Employees

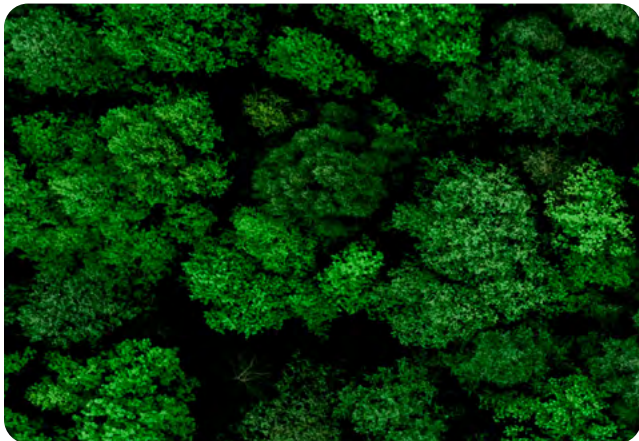


# Healthy Forests

This year, Kamps HQ employees volunteered an afternoon to give back to the Grand Rapids community. They participated in the Friends of Grand Rapids Parks ArborFest where they planted trees to help increase the tree canopy in the city. Grand Rapids was recognized for the 28th consecutive year as a Tree City USA from the Arbor Day Foundation.

## Lumber Supplier Questionnaire

In 2025, Kamps released the first lumber supplier questionnaire to assess our supply chain on sustainability and responsible forestry practices. Kamps values responsible stewardship of our forests and earth, and we want to support our suppliers to help with those goals as well. We are currently working to develop a corrective action plan system to provide a collaborative approach and support partners with our resources and learnings from years of sustainable and responsible forestry development.



### FSC® Certification

Kamps is in the process of earning a Forest Stewardship Council® (FSC®) certificate for one of our plants, with plans to expand this coverage to more sites in the future. While the FSC® certification highlights Kamps' commitment to responsible forestry, environmental stewardship, and fair labor and human rights practices, it is important to note that this certification currently applies only to these specific certified facilities and products, and does not represent all wood fiber procured by Kamps.



# Carbon Reduction

## GHG Emissions Assurance

Starting in 2027, Kamps plans to start having our Scope 1 and 2 GHG emissions assured by a third-party company. This will provide greater transparency, accuracy, and accountability in our reporting metrics.

## Green Scorecard Revamp

Kamps has improved and updated our internal customer calculator, the Kamps Green Scorecard, through the efforts of our CSR Coordinator. We have plans for a major roll out later in 2027.

This revamp will allow us to provide more accurate data to customers, refine our internal calculations, and ensure we are being as accurate as possible with the available data.

## Quantify Scope 3 Emissions

As part of our push for greater transparency and reporting, Kamps will also start to report Scope 3 emissions in 2027 using 2026 data. This information will be crucial for us to understand what actions we can take to start to decarbonize our broader supply chain.

## Solar Panel Installations

In 2027, the Kamps Detroit plant will come online with a brand-new solar array that will offset at least 75% of our electricity needs. We will have a second plant adding a solar array in 2027 or 2028, and have the potential plan to add a third within the next few years.



# Ethics

At Kamps, our dedication to environmental excellence and corporate integrity drives everything we do. By pioneering sustainable forestry practices, uplifting local communities, and empowering our global team with robust ethical frameworks, we are building a more transparent supply chain. We align our operational milestones with high standards of accountability to protect the planet and strengthen the future for the partners we serve.

## Bribery & Corruption Training

Building on last year's professional ethics training, we are expanding our compliance curriculum to include comprehensive anti-bribery and corruption learning.

While our 2025 risk assessment concluded that no specific departments face a high risk of exposure, we view this expansion as a critical component of our continuous improvement efforts. Adopting these best practices ensures we maintain a proactive compliance posture and remain seamlessly aligned with the rigorous expectations of our global customer base.

The Ethics and Compliance Training curriculum is our comprehensive development program designed to reinforce company values and foster a culture of integrity across all areas of Kamps. Every department across our organization is participating, ensuring that our core ethical standards are universally understood and practiced.

To manage this roll-out smoothly, the training will be structured in strategic phases, prioritizing teams based on their direct operational relevance and regulatory focus. Associates from every department will eventually participate in these sessions, providing a unified approach to accountability that aligns with our annual operational goals.



# Forward Looking Statements

Kamps is proud of the work we have achieved in 2025 and plans to make more progress in the 2026 calendar year.

## Environmental Sustainability



Create and communicate carbon reduction strategy and tangible goals starting in 2027 using data from 2026 for Scopes 1, 2, and 3.

Formalize corrective action plans and partner assistance pathways to help key stakeholders in carbon reduction strategies.

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

## Workplace Ethics



Expand reporting and measurements in 2027 for relevant areas like water usage and fair labor practices.

## Employee Development



Implement broader training to cover more topics for more employees on Corporate Social Responsibility related issues through Tralient platform.

Expand our employee training and development program.



# Disclosure & Appendix

# 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 July 15, 2026 and covers our full 2025 fiscal year.





# SASB Index

| Topic                    | Accounting Metric                                                                                                                                                      | Category                | Unit of Measure                                         | Response                                                                                                                                                                                                                                                                                                                                                                | Code         |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| Greenhouse Gas Emissions | Gross global Scope 1 & 2 emissions, percentage covered under emissions-limiting regulations                                                                            | Quantitative            | Metric tons (t) CO <sub>2</sub> -e, percentage (%)      | 35,839.8 - Scope 1<br>16,865.4 - Scope 2                                                                                                                                                                                                                                                                                                                                | RT-CP-110a.1 |
|                          | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | Discussion and analysis | N/A                                                     | Kamps will continue to investigate how to lower these emissions, most notably through potential solar energy installations. Increase investing in facility wide carbon reduction methods.                                                                                                                                                                               | RT-CP-110a.2 |
| Air Quality              | Air emissions of the following pollutants: 1) (NO <sub>x</sub> , excluding N <sub>2</sub> O), 2) SO, 3) volatile organic compounds (VOCs), and 4) particulate matter   | Quantitative            | Metric tons (t)                                         |                                                                                                                                                                                                                                                                                                                                                                         | RT-CP-120a.1 |
| Energy Management        | 1) Total energy consumed, 2) percentage grid electricity, 3) percentage renewable, 4) total self-generated energy                                                      | Quantitative            | Gigajoules (GJ), Percentage (%)                         | 1) 42,089,857 kwh 2) 100% 3) 0% 4) 0%                                                                                                                                                                                                                                                                                                                                   | RT-CP-130a.1 |
| Water Management         | 1) Total water withdrawn, 2) total water consumed, 3) percentage of each in regions with High or Extremely High Baseline Water Stress                                  | Quantitative            | Thousand cubic meters (m <sup>3</sup> ), percentage (%) | 15,264.90 CCF (based on average facility withdraws and usage)                                                                                                                                                                                                                                                                                                           | RT-CP-140a.1 |
|                          | Description of water management risks and discussion of strategies and practices to mitigate those risks                                                               | Quantitative            | Number                                                  | We actively manage industrial stormwater plans at facilities where it is necessary based on industrial activities, in order to minimize risks of contaminating the local watersheds with any materials from our production process (such as saw-dust, spray paint, etc). in 2023 we also added a new water management policy which includes water conservation methods. | RT-CP-140a.2 |
|                          | 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 2023                                                                                                                                                                                                                                                              | RT-CP-140a.3 |
| Waste Management         | Amount of hazardous waste generated; percentage recycled                                                                                                               | Quantitative            | Metric tons (t), Percentage (%)                         | Hazardous materials are not a primary component of Kamps' pallet manufacturing and recycling operations, and Kamps maintains environmental, safety, and compliance procedures governing applicable materials.                                                                                                                                                           | RT-CP-150a.1 |
| Product Safety           | Number of recall issues, total units recalled                                                                                                                          | Quantitative            | Number                                                  |                                                                                                                                                                                                                                                                                                                                                                         | 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've made substantial investments in 2023. We've grown our network of facilities (Asset-Based Network) and equipped them with the latest technology, upholding the highest standards and practices. This expansion allows us to increase our processing capacity while staying true to our mission of minimal environmental impact. We've also enhanced our capabilities to transform scrap wood, typically landfill waste, into valuable byproducts. Kamps strives to maximize wood utilization and divert wood waste from landfill through recycling and value-added product programs. We have also taken this comprehensive approach and built case specific programs for customers that allow them to take advantage of our comprehensive pallet life-cycle services™ throughout their entire supply chain. | RT-CP-410a.3 |
| Supply Chain Management      | Total wood fiber procured, percentage from certified sources                                                        | Quantitative            | Metric tons (t), Percentage (%)       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | RT-CP-430a.1 |
|                              | Total aluminum purchased, percentage from certified sources                                                         | Quantitative            | Metric tons (t) CO2-e, Percentage (%) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | RT-CP-430a.2 |

| Activity Metric                                                               | Category     | Unit of Measure            | Response | Code        |
|-------------------------------------------------------------------------------|--------------|----------------------------|----------|-------------|
| Amount of production, by substrate                                            | Quantitative | Metric tons (t)            |          | RT-CP-000.A |
| Percentage of production as 1) paper/wood, 2) glass, 3) metal, and 4) plastic | Quantitative | Percentage (%), by revenue |          | RT-CP-000.B |
| Number of Employees                                                           | Quantitative | Number                     |          | RT-CP-000.C |



## **KAMPS, INC.**

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