



FY24 SUSTAINABILITY REPORT



PEOPLE.PALLETS.PLANET.



INSIDE THIS REPORT



OUR STORY

Message from our CEO	4
About Us	5
Our Network	6
Vertical Value Chain	7
Our Sustainability Story	8
Advocacy	9

OUR PRIORITIES

Workforce Education & Training	11
Keeping People Safe	13
Paramount Pallet Safety Spotlight	15
Understanding our Carbon Footprint	16
Efficiently Managing Pallets	17
Reusable Assets Management Spotlight	19

OUR HIGHLIGHTS

Front Line Employee Recognition	21
Philanthropy	22
Environmental Stewardship	23
Green Site Awards	24
SFI Certification	25
Truckers Against Trafficking	26
Driver Recognition	27
Looking Forward	28

DISCLOSURES & APPENDIX 29



OUR STORY



A MESSAGE FROM OUR CEO

At 48forty Solutions, responsible business practices remain at the heart of everything we do. As one of North America's largest pallet management services companies, we understand that our influence goes beyond pallets—it impacts the communities we support, the environment we safeguard, and the values we stand for.



Mike Hachtman
Chief Executive Officer
48forty Solutions

This year, we have advanced our sustainability efforts through innovative initiatives and collaboration across 48forty Solutions, Relogistics Services, and Paramount Pallet. From promoting wood pallet circularity through repair, reuse, and recycling to investing in electric tractors for our fleet, we remain committed to advancing material sustainability priorities which benefit our employees, our customers, and the wood pallet industry as a whole.

This report reflects our achievements in workforce development, environmental stewardship, emissions management, and operational excellence while candidly addressing areas for growth. Transparency is central to our mission, and we are proud to share our progress as we strive for continuous improvement.

Through our continued focus on our core value—Always Do The Right Thing—we provide an opportunity to evolve our responsible business practices in a sustainable manner. In the years to come, we look forward to building programs that empower our employees, adopting technologies that drive efficiency, and expanding partnerships that enable sustainable change in our organization and our industry.

Sustainability is more than a business decision—it's our commitment. As we navigate a dynamic industry landscape, we remain dedicated to creating lasting value for our customers, employees, and communities. Thank you for your ongoing support as we work together toward a more sustainable future.

A handwritten signature in black ink, appearing to read 'mih'.

ABOUT US

48forty Solutions, along with Relogistics and Paramount Pallet, is one of North America's largest pallet management services providers and a leader in end-to-end supply chain solutions. With a network of **251** facilities, including **73** company-owned pallet recycling plants, **160** onsite locations, **14** reusable asset depots, and **4** sorting centers, 48forty's operations span the United States and Canada. This expansive footprint is complemented by **850** additional service providers, ensuring seamless service coverage. The company also operates one of the largest private fleets in the country, with over **7,500** trailers and **500** tractors.

48forty ensures North America's supply chains remain efficient with comprehensive management solutions. These include providing and retrieving recycled, new, and custom pallets, container management, labor services, and reverse logistics.



QUICK STATS



3,800+
customers



251
nationwide facilities



11,800
ship-to locations



554M
pallets managed annually



5,500+
employees



39M
reusable containers
processed annually



500+
tractors



7,500+
trailers

OUR NETWORK

Serving rapidly evolving warehouse, distribution, retail, and e-commerce supply chains.



A Portfolio of 3 Major Pallet & Retail Service Providers



Pallet Recycling & Supply Chain Management Services



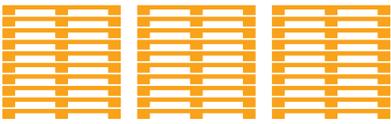
RELOGISTICS®

Pallet and Warehouse Services



OUR VERTICAL VALUE CHAIN

CORES SOURCING



Used pallets (known as cores) are purchased from retailers and distributors and directed to our own facilities for reuse and refurbishing or to other third-party pallet recycling companies.

SERVICE OPTIONS



RELOGISTICS

OFF-SITE SORTING
REUSABLE ASSET
DEPOT (RAD)

Our employees work within dedicated off-site reusable asset depots (RADs) to receive, sort, and distribute packaging materials, and to refurbish pallets.



RELOGISTICS

WAREHOUSE SORTING
TOTAL PALLET
MANAGEMENT (TPM)

Our employees work within customer sites to sort packaging materials, sending excess pallets off-site to be refurbished or recycled.



48 FORTY SOLUTIONS
PARAMOUNT PALLET

PALLET RETRIEVAL
PICK-UP REQUEST

Used pallets are collected from retailers and distributors and brought to 48forty and Paramount sites for reuse, refurbishing, or recycling.

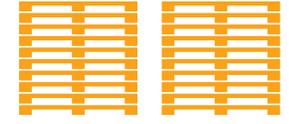
SORT & REFURBISH PALLETS



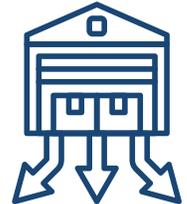
PRODUCTS SHIPPED ON PALLETS



PALLETS RE-ENTER THE SUPPLY CHAIN



USED BY RETAILERS & DISTRIBUTORS



Refurbished pallets are put back to work by retailers and distributors transporting goods throughout the world.

← EMPTY PALLETS

← PALLETS UNDER LOAD

VERTICALLY INTEGRATED, DIFFERENTIATED BUSINESS MODEL WITH MULTIPLE TOUCHPOINTS ACROSS THE VALUE CHAIN



OUR SUSTAINABILITY STORY

At 48forty, we have the privilege of managing one of the most critical assets to the global supply chain—the wood pallet.

Our sustainability program evolves around a singular goal—to maximize the serviceable life of a wood pallet.

We accomplish this by partnering with manufacturers and distributors across the United States and Canada to retrieve, repair, and recirculate wood pallets, leveraging our sustainability pillars as the guideposts by which we evaluate our operational performance.

FY24 focused on establishing performance metrics that demonstrate the link between business performance and sustainability practices.

Recognizing that we have room for growth, we remain committed to evolving our sustainability program and sharing our metrics through this sustainability report.



ADVOCACY



With over 2 billion wooden pallets in circulation in the United States alone, pallets are arguably one of the most critical assets to the supply chain industry. We are proud to partner with our industry peers to serve as a voice for wood pallets.



Notably, our leadership team members dedicate their time to serve as elected board members for our leading industry consortiums, the **National Wooden Pallets and Containers Association (NWPCA)** and the **Reusable Packaging Association (RPA)**. These roles underscore our commitment to shaping the future of the pallet and supply chain industries.



OUR PRIORITIES



WORKFORCE EDUCATION & TRAINING

PALLET LEADERS OF TOMORROW

We created our Pallet Leaders of Tomorrow program as an employee resource group that introduces recent graduates to a career in the supply chain industry. This program leverages partnerships with career-building entities such as DOD SkillBridge—a Department of Defense program designed to provide service members with the opportunity to gain civilian work experience through industry training—to create real-world learning opportunities for the future leaders of our industry.



Blue
Ocean
Brain®

LEADERSHIP DEVELOPMENT

We recognize that soft skills, such as communication, problem-solving, and teamwork, are crucial skills for successful leaders. This is why we work to balance our technical skills training with soft-skill development opportunities. Our digital learning platform—Blue Ocean Brain—provides development through microlearnings, allowing leadership training to work with our employees' daily schedules to enhance our overall learning experience.

QUICK STAT



16,215

training sessions logged company-wide*

*Training sessions logged in Blue Ocean Brain and 48forty's web-based Learning Management System



WORKFORCE EDUCATION & TRAINING



**PALLET
WOMEN
of
NORTH
AMERICA**

The wood pallet industry has historically been viewed as a male-dominated industry. At 48forty, we are working to change this perspective. Through training, mentorship, and a robust network, the Pallet Women of North America empowers women to thrive and make lasting impacts.



This year, 48forty provided sponsorship for female leaders to attend the Women in Supply Chain Forum in Atlanta, GA. The forum provided an opportunity for women in the pallet industry to connect with peers, share insights, and gain inspiration for driving growth and innovation.

Together, we are creating a future where diverse leadership continues to drive progress and resilience within the industry.

KEEPING PEOPLE SAFE

Safety goes beyond compliance. It drives operational success, reduces downtime, and builds trust with our employees, partners, and stakeholders.



QUICK STATS

↓ 15%

fewer total incidents*

↓ 10%

fewer recordable injuries*

5.09

total recordable incident rate**

0.77

accidents per million miles***

48forty has elected to participate in the Occupational Safety and Health Administration's Voluntary Protection Program (OSHA VPP). The VPP fosters collaboration between our leadership teams, employees, and OSHA—supporting efforts to proactively prevent fatalities, injuries, and illnesses. Our organization has gained valuable insights through VPP, benefiting our workforce through enhanced safety standards and paving the way for future improvements.

* year-over-year safety performance improvements

** versus BLS's reported industry average TRIR of 5.99

*** versus FMCSA's reported national average crash rate for motor carriers of 0.96 accidents per million miles

KEEPING PEOPLE SAFE



FIRST AID/CPR TRAINING

This year, we expanded employee training and preparedness with in-person training in First Aid, CPR, and AED instruction for our Safety Team. These efforts enhance emergency readiness and extend life—saving skills to teams across our locations.

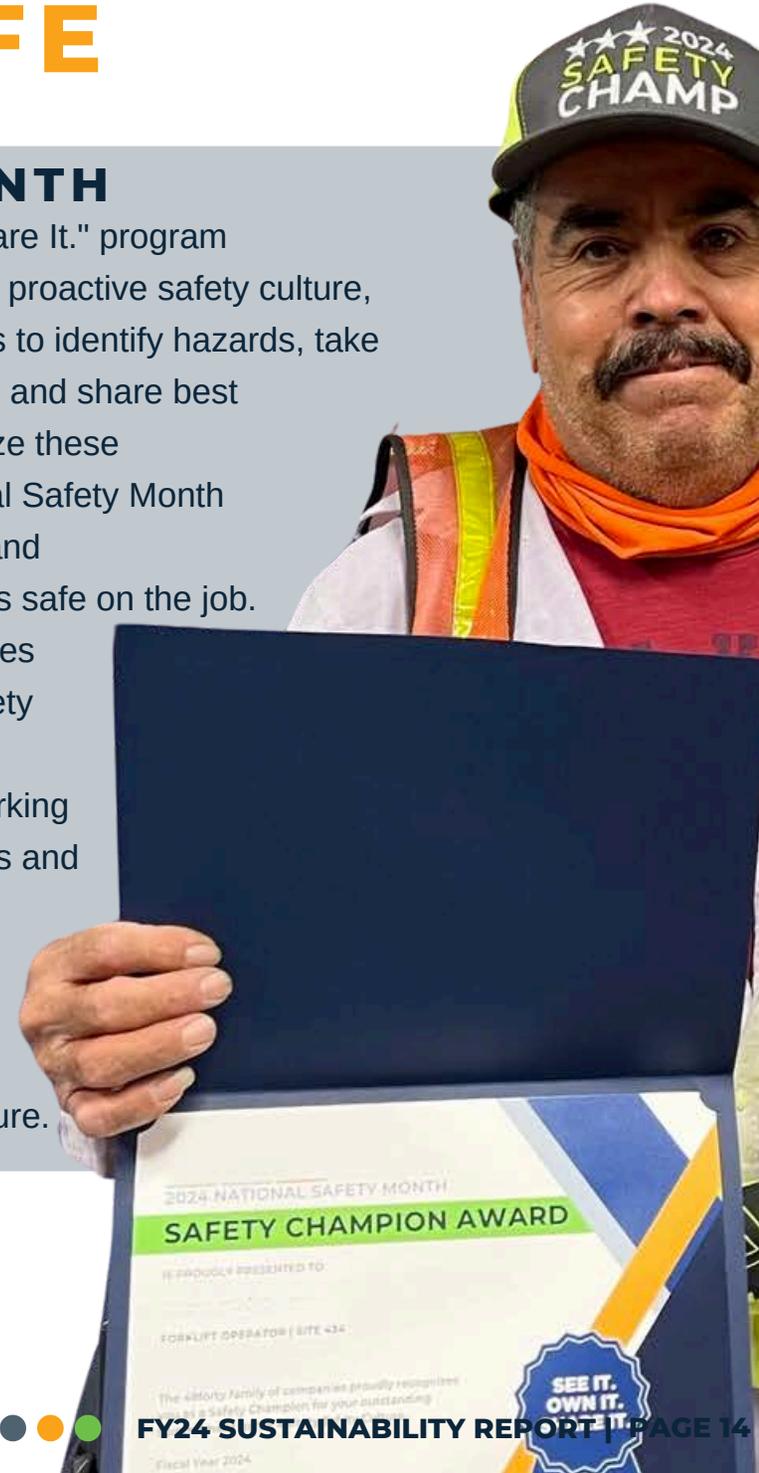
SafetyCulture

In January 2024, we expanded app-based safety tools, adding 80 additional Safety Culture licenses to cover all 67 US plant locations and the leadership team. This investment has enhanced our safety efforts by providing ease of use, interactive features, and improved visibility into safety-related activities. The app's integration across our network has been instrumental in streamlining reporting and tracking, empowering our teams to proactively address safety issues.

SAFETY MONTH

Our "See It. Own It. Share It." program continues to reinforce a proactive safety culture, encouraging employees to identify hazards, take responsibility for safety, and share best practices. We emphasize these priorities during National Safety Month by sharing knowledge and tools to keep employees safe on the job.

This year, **162** employees were nominated as safety champions for their commitment to safe working practices for themselves and their colleagues. This program is our way of saying thank you to our team for helping to cultivate our safety culture.



PARAMOUNT PALLET SAFETY SPOTLIGHT



UPSKILLING THROUGH FIRE SAFETY

Pallet manufacturing and storage sites are inherently exposed to fire risk, particularly during periods of drought. Our Paramount teams have been working with their local fire departments and fire security specialists to proactively train on how to control and extinguish fires using on-site resources.

Properly leveraging on-site fire control resources minimizes incident response time, helps to conserve community first responder resources, and can save lives—all by simply being prepared to act.



SOUND BODY, SAFE MIND

Mental wellness and physical safety are intrinsically connected. In keeping with our work to cultivate a best-in-class safety culture, Paramount is leading efforts to integrate Mental Health First Aid training into our company's safety training program.

MENTAL HEALTH FIRST AID

Paramount Pallet developed training focused on equipping participants with essential skills in mental health first aid and crisis management through a comprehensive workplace crisis support system. Key aspects of the training include recognizing and addressing mental health concerns, understanding the appropriate use of verbal and nonverbal communication, and effectively connecting individuals with local mental health support services when needed.

UNDERSTANDING OUR CARBON FOOTPRINT

Our journey to better understand our company's carbon footprint and reduce emissions across our organization continues. In keeping with the commitments outlined in our Climate Action Plan, 48forty realized year-over-year reductions in Scope 1 and 2 emissions.

SCOPE 1

16,019

MTC02e

SCOPE 2

3,244

MTC02e

SCOPE 3

115,251

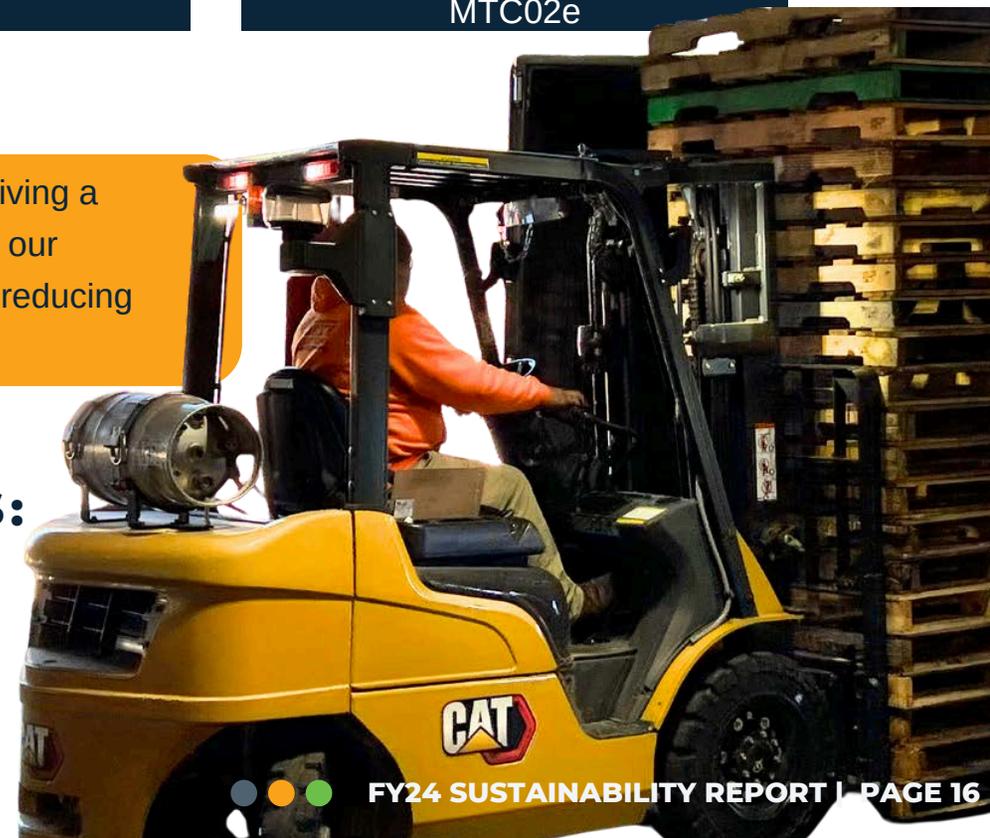
MTC02e



This also represents our second year in receiving a Silver Climate Strategy rating—underscoring our dedication to undertaking climate action and reducing our carbon footprint.

CLIMATE ACTION PLAN PRIORITIES:

- Improving trailer cube out
- Optimizing routes
- Investing in low-emissions fleet technology
- Sourcing clean energy



EFFICIENTLY MANAGING PALLETES

Our Reusable Asset Depots (RADs) have begun to take a significant step toward sustainability with the introduction of electric vehicles to our fleet. These emissions-free electric tractors—also known as EV e-TRIEVERS or "Yard Dogs"—are designed for both indoor and outdoor use, making them incredibly versatile.

Adding electric yard trucks to pallet management warehouses is not just a commitment to sustainability—it's a smart operational move.

These vehicles eliminate harmful emissions, contributing to cleaner air in and around our facilities while supporting our broader environmental goals. By running on electricity instead of diesel, they significantly reduce fuel costs, lower maintenance expenses, and improve overall operational efficiency. With fewer moving parts and no reliance on fossil fuels, electric tractors provide a greener high—performance solution for our warehouse operations.



EFFICIENTLY MANAGING PALLETS

Operational efficiency touches many facets of sustainability—from responsible resource management and waste minimization to reducing fleet emissions and optimizing energy use.

By focusing on efficient pallet management, we work to operationalize sustainability.

RESOURCE MANAGEMENT

Our recycled pallet management process maximizes the life of a wood pallet through material reuse and repair. Our teams boast a 92% reuse rate—meaning that 92% of the wood materials that come through our facilities are able to be reused and put back into circulation. Not only does this minimize the amount of wood that has to be ground for other use, it makes the most of the forest resources that are used to manufacture wood pallets

QUICK STATS



92%

wood reuse rate



98%

trailer cube rate



REDUCING LOGISTICS EMISSIONS

When it comes to moving pallets, making the best use of the total available space in a shipping trailer is key to reducing the number of trips needed to fulfill a customer's pallet needs. Our teams do this by monitoring our trailer cube rate and encouraging safe pallet stacking practices while ensuring that shipping space is utilized to the greatest extent practicable.

RELOGISTICS® REUSABLE ASSETS MANAGEMENT SPOTLIGHT

From produce to canned goods and clothing to household appliances, just about everything we use is shipped in some sort of packaging container. By partnering with our customers in their own warehouses and distribution locations to sort, repair, and recirculate these packaging assets, our teams play an active role in promoting reuse and supply chain circularity.

QUICK STATS

3.1MM

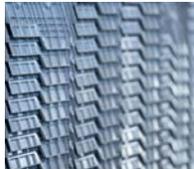
tons of material reused

WHICH LOOKS LIKE

2.3BB

household bags of trash

LAST YEAR, WE PROCESSED:



8,626,792

reusable plastic containers



1,166,018

wood, plastics, and
recyclable materials



232,880,349

pallets sorted



30,395,506

reusable corrugated boxes





OUR HIGHLIGHTS



FRONT-LINE EMPLOYEE RECOGNITION

We are committed to celebrating our employees' dedication and achievements. This year, we proudly recognized 1,778 team members for reaching significant milestones in the wood pallet industry, honoring 4,577 collective years of service.

WHAT'S ON YOUR MIND?

In 2022, we committed to engaging our workforce through an annual employee satisfaction survey—seeking to better understand how our employees feel about their work at 48forty. Insights gained through the survey, which focuses on employee training, safety, and recognition, have inspired change throughout our organization, including:

- Enhanced multilingual communication capabilities
- Expanded, better-socialized employee wellness and recognition programs
- Improved technical training modules
- Refreshed leadership training programs
- More robust safety and mental wellness resources



EMPLOYEE RECOGNITION PROGRAM

Get **REWARDED** for a job **WELL DONE!**



Work by our company core value to

ALWAYS DO THE RIGHT THING

and you could be rewarded with a Visa gift card

Additionally, **1,012** employees received monetary rewards for their outstanding efforts, with managers empowered to acknowledge those who embody our core value: Always Do the Right Thing.

At 48forty, recognizing excellence isn't just what we do—it's who we are.

PHILANTHROPY



This year marked the relaunch of our charitable giving program, restructured to provide our team with flexible options for community service. This program includes scrap wood donations, donation matching, community project funding, and a volunteer day for employees, aligning our philanthropic efforts with our core values and maximizing social impact. Through this program, we are proud to have donated to nonprofits across the U.S. and Canada, tangibly connecting our workforce to the communities in which we operate.



ENVIRONMENTAL STEWARDSHIP

STORM WATER HIGH FIVE

The City of Oklahoma City Public Works Department presented a “Storm Water High Five” award to 48forty’s Oklahoma City plant for innovative best management practices.

The plant has been on a path to reinvigorate its storm water program efforts. With improvements in the organization of its facility over the past two years, implementing pallet savers on forklifts, and other initiatives, the fruits of their labor became apparent following a storm water audit with the city resulting in this achievement.



AN END TO PAPER FILES

As part of our commitment to our Green Office Policy, we ended the use of paper employee files for all employee information, moving, instead, to more secure electronic storage solutions.

UPCYCLING

48forty has various upcycling competitions throughout the year. We encourage our facilities to utilize waste wood to create décor, holiday decorations and awards. Over the past year, our creative employees have constructed Haunted Houses, Pumpkins, Christmas scenes, trees, and ornaments.



553,811,445
pallets managed*



12,462,119
trees conserved**



2,613,194
tons of waste diverted***

*Pallets used, recycled, sorted, and handled by 48forty, Relogistics, and Paramount Pallet in FY24

**Based on 126,241,263 cores purchased in FY24, calculated by comparing the average board feet yield of a yellow pine tree to the average board feet of lumber in a recycled wood pallet

***Based on 126,241,263 cores purchased in FY24, calculated using an average pallet weight of 40.1lbs/GMA pallet



GREEN SITE AWARDS



Each year, we take the opportunity to recognize sites that are going above and beyond to operate as stewards of our environment. Through our Green Facility Awards, sites that have made investments in broadening the range of reusable assets managed for our customers, improved their environmental protection programs, and decreased waste production are celebrated – our way of sharing environmental best practices throughout our company.



In FY24, we recognized 12 locations across our network with Green Site awards.



SFI CERTIFICATION



Every year, we challenge ourselves to undertake concrete actions to further our efforts through Pallets for the Planet—48forty's awareness-raising platform that highlights the role of recycled wood pallets in reducing landfill waste, conserving natural resources, and reducing carbon emissions. This year, 48forty partnered with the Sustainable Forestry Initiative (SFI) to certify our recycled wood pallets through the SFI Chain of Custody standard. We are proud to stand as the only recycled wood pallet manufacturer in North America to have achieved this certification.

The SFI Chain of Custody standard was developed to help companies better understand the forest source of wood materials and wood products. Under the Chain of Custody standard, wood materials are tracked from their originating source to the final product, providing supply chain transparency and enabling responsible sourcing practices.



This certification enables us to offer **SFI-certified recycled wood pallets**, providing our customers with assurance that the recycled products purchased from 48forty are truly made from recycled wood materials.

QUICK STAT
23,042,177

SFI Certified pallets delivered

This unique offering not only distinguishes 48forty within the whitewood pallet industry but also reinforces our commitment to efficiently managing pallets through circular economy practices.



**SUSTAINABLE
FORESTRY
INITIATIVE**

SFI-03758

TRUCKERS AGAINST TRAFFICKING



QUICK STAT
100%

driver participation in TAT training*

*drivers directly employed by 48forty



48forty stands alongside Trucker Against Trafficking (TAT), a nonprofit dedicated to empowering industries like trucking, bus, and energy to combat human trafficking through education, training, and mobilization.

Every year, all 48forty drivers participate in trafficking awareness training as part of this impactful partnership. These efforts are crucial in addressing the realities of modern-day slavery, where over 50 million people worldwide are victims of forced labor or commercial exploitation, with hundreds of thousands affected in the United States alone.

TAT recognizes the critical role truck drivers play as the eyes and ears of our nation's highways.

By equipping drivers with the tools to identify and respond to trafficking situations, we help close the gaps that traffickers exploit, making a tangible difference in the fight against this global issue.

DRIVER RECOGNITION

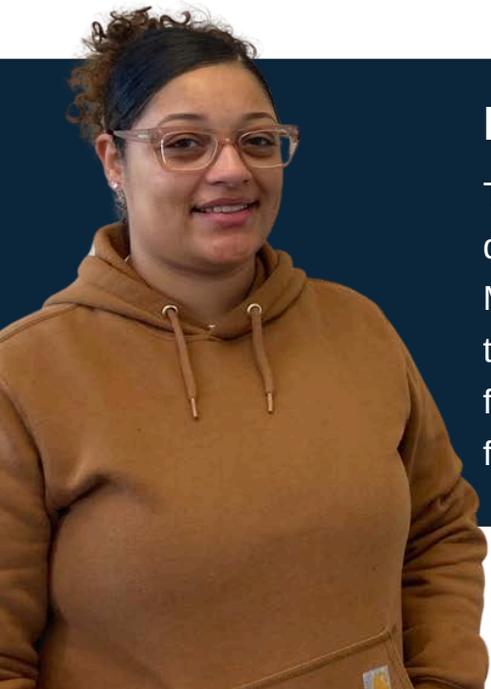
Our drivers play an essential role in upholding safety, reliability, and efficiency throughout our operations. By recognizing their achievements, we not only celebrate their contributions but also reinforce our commitment to fostering a culture that values and supports our team members.

Our Driver Recognition Program, open to drivers who demonstrate a commitment to roadway safety, continues to provide opportunities to highlight members of our workforce for their dedication to best-in-class performance.



MAKING INSPECTIONS COUNT

The 48forty Compliance, Safety, Accountability (CSA) Incentive Program recognizes 48forty drivers for safety via their performance on roadside inspections conducted by the Federal Motor Carrier Safety Administration (FMCSA). Through the program, drivers who pass one of two levels of the CSA roadside inspection from January 1, 2024, onward, are provided a financial reward through their payroll. This year, we recognized 28 drivers through this program for their dedication to roadway safety.



LOOKING FORWARD

We believe that sustainable growth stems from a foundation of responsible business practices.

Sustainable change takes time. It takes trial and error, patience, and perseverance. Our sustainability story—centered around the humble wood pallet and supported by hardworking people—will continue to evolve. We're committed to this journey, and we deeply value the contributions each person in our organization brings to realizing sustainable operations.





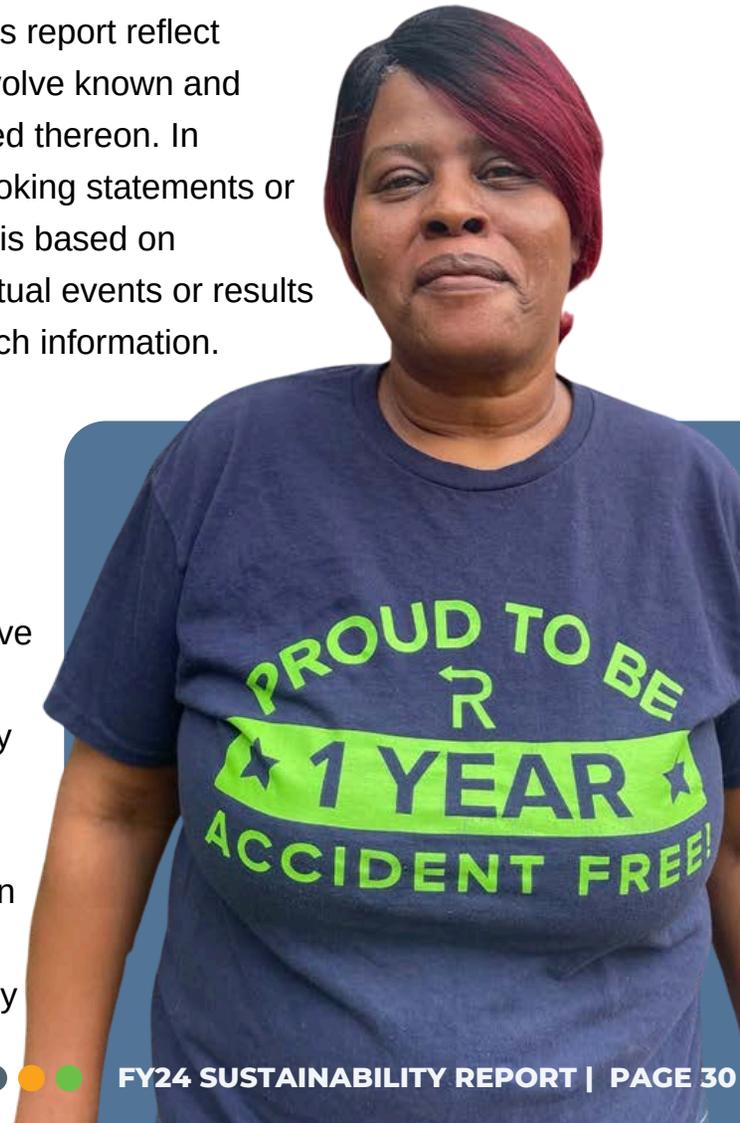
DISCLOSURE & APPENDIX



DISCLOSURE STATEMENT

Information regarding 48forty Solutions, LLC (“48forty” or “Company”) is provided for information purposes only and is non—binding. This sustainability 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. Non—historical Statements in this report reflect 48forty’s current expectations, estimates, projections, and beliefs. 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 ESG—based initiatives. While 48forty 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 48forty seeks to integrate certain environmental, social, and governance (“ESG”) factors into its operations and manufacturing processes in accordance with its 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 ESG impact. There are significant differences in interpretations of what positive ESG characteristics mean by region, industry and issue and these interpretations are rapidly evolving. In addition, statements in this report are based on 48forty’s views at the time this report was written and do not represent a commitment to ensure that specific targets, policies, programs, or other forward—looking actions are achieved. Information herein is as of July 1, 2023, provided that all ESG metrics and other metrics are for 48forty’s 2024 fiscal year, in each case, except as otherwise noted, and 48forty nor any affiliate has any obligation to update the information set forth herein.



SASB/GRI/SDG Index*

Topic	Sub-Cat	Metric	UoM	Value	SASB Reference	GRI Reference	SDG Reference	
ENVIRONMENT	GHG Emissions	Scope 1 Emissions	tCO2e	16,019	TR-AF-110a.1 TR-RO-110a.1	GRI 2016 305-1 GRI 2016 305-2		SDG 13 - Climate Action
		Scope 2 Emissions	tCO2e	3,244				
		Scope 3 Emissions	tCO2e	115,251				
		Discussion of long-term and short-term strategy or plan to manage emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion	48forty has set emissions reduction targets in line with SBTi, focusing on reducing emissions to net zero over by 2050. Our Climate Action Plan focuses on emissions reduction actions to be implemented over time, including: Fleet Electrification, Renewable Energy Utilization, Route Optimization, and Sustainable Materials Sourcing.	TR-AF-110a.2 TR-RO-110a.2	GRI 2016 302-4		
		Fleet Fuel Consumption: 1) Total fuel consumed 2) percentage natural gas 3) percentage renewable	gal	1) 15,143,112 (low emissions diesel)	TR-RO-110a.3	GRI 2016 302-1 GRI 2016 302-3		
			-	2) -				
	-		3) -					
	Air Quality	Air emissions of the following pollutants (SmartWay, CY2022): 1) NOx (excluding N2O) 2) SOx 3) PM	t	1) 2.723 g/m	TR-AF-120a.1 TR-RO-120a.1	GRI 2016 305-7		
				2) NA				
				3) 0.0175 g/m				
	Energy Management	1) Total energy consumed 2) percentage grid electricity 3) percentage renewable	kWh	1) 3,004,752	CG-BF-130a.1	GRI 2016 302-1 GRI 2016 302-3		
			%	2) 100%				
%			3) Grid mix reflects regional averages (EPA eGRID)					
Water & Wastewater Management	1) Total water withdrawn 2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	mgd mgd, %	NA: 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	GRI 2016 303-1 GRI 2016 303-2		SDG 12 - Responsible Consumption & Production	
Waste Management	Amount of waste generated, percentage recycled	lbs % (lbs)	478,382,690lbs 80% recycled	RT-CP-150a.1	GRI 2016 306-3 GRI 2016 306-4 GRI 2016 306-5		SDG 12 - Responsible Consumption & Production	
	Amount of hazardous waste generated, percentage recycled	lbs % (lbs)	0	RT-CP-150a.1	GRI 2016 306-1 GRI 2016 306-2		SDG 15 - Life On Land	

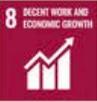
*SASB = Sustainability Accounting Standards Board,
GRI = Global Reporting Initiative,
SDGs — Sustainable Development Goals

SASB/GRI/SDG Index*, continued

Topic	Sub-Cat	Metric	UoM	Value	SASB Reference	GRI Reference	SDG Reference
SOCIAL	Data Security	Description of approach to identifying and addressing data security risks	Discussion	48forty conducts annual risk assessments and periodic security tests, the results of which are leveraged to continuously evolve the company's data security program.	CG-MR-230a.1	-	 SDG 8 - Decent Work & Economic Growth
		1) Number of data breaches	#	1) 0	-	-	
	2) percentage involving personally identifiable information (PII)	%	2) 0%	CG-MR-230a.2	GRI 2016 418-1		
	Product Quality & Safety	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion	NA: 48forty Solutions does not utilize chemicals to manufacture or treat its products (wood pallets). Product treatment is limited to heat treatment only.	CG-BF-250a.1	GRI 2016 416-1	
		Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	%	NA: 48forty Solutions 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	GRI 2016 416-1	
Labor Practices	Percentage of drivers classified as independent contractors	Discussion, (%)	48forty Solutions may leverage power-only drivers in regions where direct employment opportunities are limited. (<5%)	TR-AF-310a.1	-		

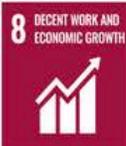
*SASB = Sustainability Accounting Standards Board,
 GRI = Global Reporting Initiative,
 SDGs — Sustainable Development Goals

SASB/GRI/SDG Index*, continued

Topic	Sub-Cat	Metric	UoM	Value	SASB Reference	GRI Reference	SDG Reference	
Employee Health & Safety		1) Total recordable incident rate		1) 5.09	-	-		
		2) fatality rate for a) direct employees and b) contract employees	Rate	2) 0	TR-RO-320a.1 TR-AF-320a.1	GRI 2018 403-9		
		Description of approach to managing short-term and long-term driver health risks	Discussion	48forty offers a free Employee Assistance Program (EAP) to all employees as part of the company's benefits package. Mental and physical health and wellness programs are included in the EAP. Additionally, the company provides training to drivers on how to recognize fatigue and manage mental health and wellness through the company's driver training program offered through a 3rd party training organization.	TR-RO-320a.3	-		
		FMCSA BASIC Measurements for:	1) Unsafe Driving		1) 0.50	TR-RO-540a.2	-	
			2) Hours-of-Service Compliance		2) 0.02			
			3) Driver Fitness		3) 0.05			
			4) Controlled Substances/Alcohol		4) 0.00			
			5) Vehicle Maintenance		5) 6.05			
			6) Hazardous Materials Compliance		6) NA - 48forty is not a HazMat transporter.			
	Workforce Training and Education		1) Percentage of workforce who have received formal training in the organization's human rights policies or specific procedures and their application to security and 2) Whether training requirements apply to third-party organizations	% Discussion	48forty's employee handbook includes the company's policy on 1) human rights. Every employee is required to review and acknowledge receipt of the handbook.	-	GRI 2016 410-1	 SDG 8 - Decent Work & Economic Growth
Average hours of training per year per employee			hrs/emp	30h/emp	-	GRI 2016 404-1		
Programs for upgrading employee skills and transition assistance programs		Discussion	48forty continues to leverage the following training platforms: 1)Blue Ocean Brain (Online Learning Platform for Managers) 2)Career Framework (Global) 3)Learning Management System (Global)	-	GRI 2016 404-2			
Diversity, Equity & Inclusion		Percentage of gender and racial/ethnic group representation for:			FN-AC-330a.1 CG-MR-330a.1	GRI 2016 405-1		
		1) Executive Leadership Team		1) 11.11% diverse background, 33.33% female				
		2) Vice President		2) 18.18% diverse background, 9.09% female				
		3) Director		3) 13.33% diverse background, 17.78% female				
		4) Manager		4) 33.35% diverse background, 24.04% female				

*SASB = Sustainability Accounting Standards Board,
GRI = Global Reporting Initiative,
SDGs — Sustainable Development Goals

SASB/GRI/SDG Index*, continued

Topic	Sub-Cat	Metric	UoM	Value	SASB Reference	GRI Reference	SDG Reference
GOVERNANCE	Product Design & Lifecycle Management	Percentage of raw materials from 1)recycled content, 2)renewable resources, and 3) renewable and recycled content (48forty FY24 Yield)	% (t)	92.4	RT-CP-410a.1		  SDG 12 - Responsible Consumption & Production SDG 15 - Life On Land
		Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Discussion	48forty seeks to reuse or recycle all materials that are managed by the company. This includes wood pallets as well as breakpack boxes, plastic shrink wrap, metal display racks, and nails. The company tracks sorted materials resale, and collaborates with local recyclers to manage materials that are not suitable for resale. Wood pallets that are beyond their useful life are ground for use as mulch, animal bedding, or biofuel.	CG-BF-410a.1	GRI 2016 301-1	
		Percentage of recovered materials recycled	% (t)	92.4	CG-BF-410a.2	GRI 2016 301-2 GRI 2016 301-3	
	Business Ethics	Description of whistleblower policies and practices	Discussion	48forty's employee handbook includes the company's whistleblower policy. Every employee is required to review and acknowledge receipt of the handbook. Additionally, the company's whistleblower hotline number is posted at each company site in multiple languages, as applicable to local workforce demographics.	FN-AC-510a.2		 SDG 8 - Decent Work & Economic Growth
Critical Incident Risk Management		1) Number of facilities with site-specific emergency response plans and	#	Every 48forty Solutions facility has a	-	-	-
		2) % of workforce trained	%	1) site-specific emergency response plan in place. 2) 100%	-	-	-

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