

2025

Environmental, Social, and Governance Report



A Word From Our CEO

At Odyssey Logistics, we believe being a great partner starts with delivering reliable service and adapting quickly to the needs of our customers.

Increasingly, those needs include proactively engaging sustainable transportation solutions—and we are committed to delivering on that.

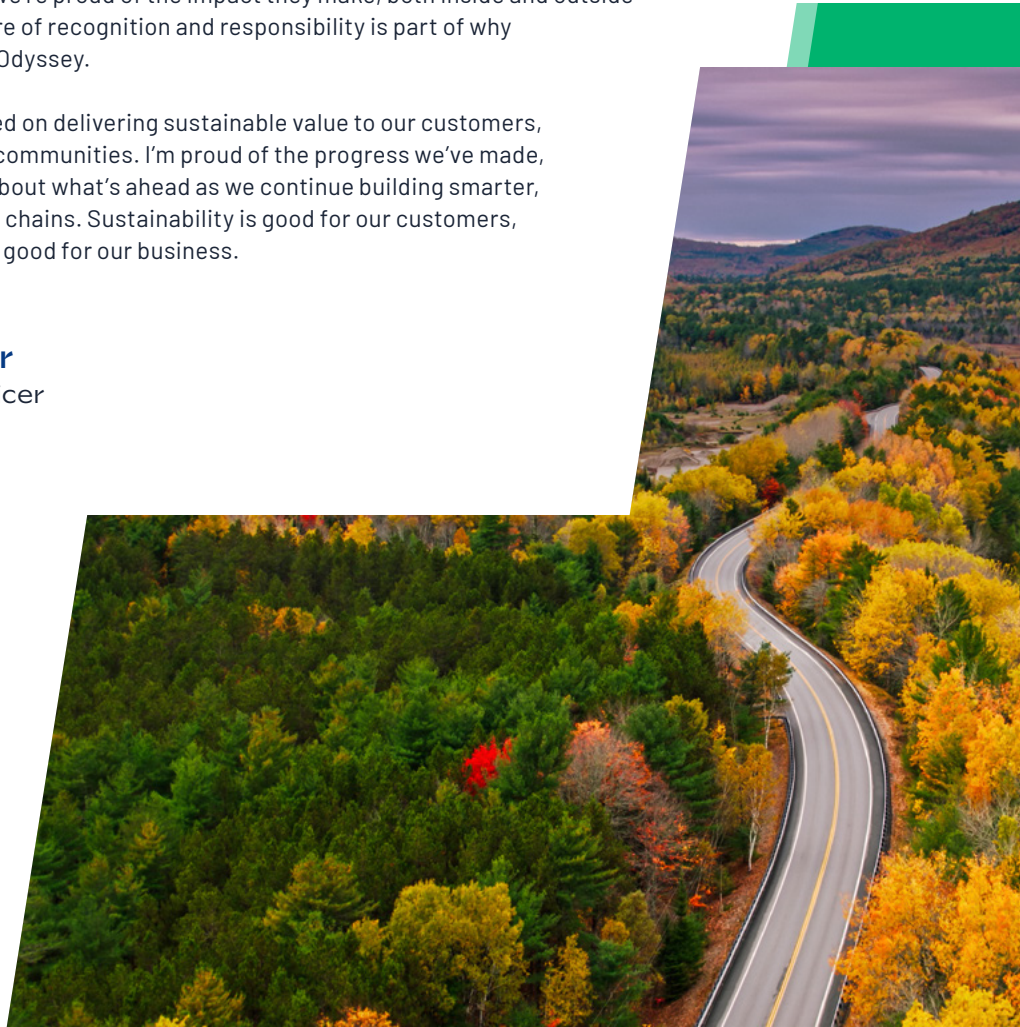
Our sustainability efforts are customer-driven. We built CloverLeaf, our flagship sustainability tool, in direct response to requests for better data to support Scope 3 emissions reporting. CloverLeaf quantifies shipping emissions and tracks reductions when customers shift to lower carbon-intensive transportation options, such as switching freight from trucking to rail. Our goal is simple: Make it easier for customers to reduce their environmental impact without compromising on service, reliability, or value.

Sustainability also extends to how we engage with our people and communities. We believe a thriving culture leads to better outcomes for our customers and our business. Safety is a foundational part of that culture. That's why we celebrate our employees throughout the year and ensure recognition is part of our leadership mindset. We encourage employees to support the causes and communities important to them, and we're proud of the impact they make, both inside and outside the company. This culture of recognition and responsibility is part of why talented people choose Odyssey.

At Odyssey, we're focused on delivering sustainable value to our customers, our employees, and our communities. I'm proud of the progress we've made, and even more excited about what's ahead as we continue building smarter, more sustainable supply chains. Sustainability is good for our customers, good for our people, and good for our business.

Sincerely,

Hans Stig Moller
Chief Executive Officer





Sustainable Solutions

Real results drive change and profitability.

Odyssey's transportation solutions go beyond shipping from point A to point B. These solutions are designed to empower customers to meet their commercial, cost, and environmental goals. Odyssey has developed a range of offerings to make this possible.



Project CloverLeaf

Odyssey's flagship offering, CloverLeaf, is a commercial solution built to support customers' environmental goals. Sustainability-related reporting requirements led to a growing need for timely, high-quality emissions data from logistics providers, and CloverLeaf delivers customers these insights. Odyssey customers can access real-time shipping emissions data, providing decision-useful information to adjust to logistics strategies as needed. This value-added service allows Odyssey to fulfill customer shipments and deliver the emissions data generated from shipping those goods all at the same time.

Through the tool, Odyssey leverages data from its existing transportation management systems, using information on distance, loads, and payloads to calculate carbon emissions for each shipment. CloverLeaf comes at no additional cost and saves customers from having to hire third parties to calculate emissions generated from Odyssey shipments. Odyssey's CloverLeaf experts can also provide suggestions on how to modify logistics strategies to reduce carbon emissions and help customers achieve their carbon emissions reduction goals.



Multimodal

Odyssey's team evaluates multiple different modes of transport to meet customer needs. For example, shipping by rail is both less carbon intensive and less expensive than shipping by truck and air. Odyssey has extensive experience combining different modes of transportation to deliver customer goods. Its multimodal and intermodal solutions are equipped for shipping small loads, chemicals, long-haul bulk, and more. Customers with dynamic needs can benefit from Odyssey's bespoke transportation strategies that also consider environmental impact.



Sustainable Solutions

Network Optimization

Odyssey's approach to network optimization also helps customers make progress on their efficiency and decarbonization journeys. Through this consulting service, Odyssey experts conduct in-depth studies of customers' existing logistics profile and use proprietary software to assess where alternative transportation models would be more efficient, less carbon intensive, and more cost effective.





Sustainability in Action

In 2025, Odyssey completed a network optimization study for one of its customers with a large footprint in the EU. Odyssey assessed the customer's inbound and outbound shipping patterns to determine a baseline cost and emissions profile for the current state.

Odyssey then used its proprietary network optimization software to analyze the existing shipping data and create alternate models leveraging centralized distribution centers and local warehouses. In the end, Odyssey was able to identify an improved shipping flow that presented the customer with over \$1 million in savings and 400 metric tons in avoided carbon emissions.

Environment

Reducing our impact through thoughtful operational decisions.

Odyssey views managing sustainability as an important component of business strategy and actively evaluates opportunities in its operations to reduce its environmental impact across a number of services.

Responsible Care

Given the chemicals end-markets Odyssey serves, it voluntarily adheres to the Responsible Care framework at several locations, Kennesaw, GA; New Milford, CT; West Chester, PA; and Vandalia, IL, and at the company's headquarters in Charlotte, NC.



RESPONSIBLE CARE™
Driving Safety & Sustainability



Forklift Fleet Electrification

Odyssey began electrifying its forklift fleet, starting at its Vandalia, IL site. The forklifts provide transparent data on energy use, enabling the company to closely monitor consumption as it advances its energy efficiency goals. Beyond achieving a lower carbon footprint and lower cost than propane forklifts, the smaller, modern electric models are better aligned with the facility's enhanced safety requirements.

The equipment also improves indoor air quality for Odyssey teammates working in the Vandalia facility and offers a lower total cost of ownership. This overhaul is an example of Odyssey initiatives that not only reduce the environmental impact of its operations but is also good for business.



Onsite Solar

Rooftop solar is an example of the multi-benefit investments Odyssey makes to improve energy reliability and reduce cost. At the Oahu, HI location, Odyssey is in the process of securing low-cost, onsite renewable electricity to help power operations at the site and improve the resiliency and energy independence of the facility.

Employee Safety

Safety is an integral part of Odyssey's culture.

As one of Odyssey's four guiding HSSE pillars (Health, Safety, Security, Environment), safety plays a role in every aspect of work and culture at Odyssey. Focusing on safety helps Odyssey protect its greatest asset – its people – and deliver top-notch service to customers.

Safety and Customer Strategy

Safety is intertwined with operational efficiency and customer satisfaction at Odyssey.

Fewer incidents mean less time lost for customers and increased protection of their assets. Safety is a core value that allows Odyssey to care for its employees and to deliver customer success.



People

Odyssey emphasizes its commitment to safety even before an employee's first day. Potential drivers and contractors undergo rigorous screening, which includes driver history and qualifications reviews. Throughout their tenure at the company, drivers participate in ongoing training, which is tracked and monitored.

All team members are encouraged and empowered to be agents of safety. Odyssey employees are presented with multiple opportunities to provide feedback and raise concerns:

- In-house app allows drivers to submit anonymous feedback and satisfaction ratings on a monthly basis.
- Virtual series of driver meetings and an annual in-person driver workshop both present opportunities to Odyssey team members to voice concerns or highlight safety successes.

There are also programs to reward safe driving. Each year, Odyssey recognizes a handful of drivers and contractors for their tenure and excellence in safe transportation. Data on safe driving is captured, thanks to a broad array of technology platforms.



Annual Driver Meeting

At Odyssey's Annual Driver Meeting, employees and contractors gather to discuss recent wins, share sector-specific updates, and hear from guest speakers. Odyssey's division leaders and the vice president of HSSE also attend to connect with Odyssey company drivers and contractors.

Safety is a key focus of the meeting. For example, representatives from Odyssey's technology providers give overviews of new driver safety hardware and software. To celebrate excellence in safety, three safety awards are given out: Independent Contractor of the Year; Odyssey Company Driver of the Year; and an award recognizing a driver with a significant number of years of safe driving. In 2025, the recipient of that award was awarded for 38 years of safe driving.

Employee Safety

Technology-Enabled Safety

Odyssey recognizes the crucial role technology plays in keeping drivers and roads safe, and the company built a robust incident prevention toolbox, including the following components:

- IoT fleet management solutions to monitor and provide assistance to drivers
- Front-facing dash cameras to capture video of critical on-road events
- Live coaching inside the cab
- Artificial intelligence to help fleet managers understand driver safety trends

Additionally, Odyssey's IT team leveraged third-party fleet management software to collect driver feedback and on-road insights that can contribute to safe, efficient transportation.

Metrics and Reporting

Odyssey's suite of technology solutions also helps collect data that informs safety strategy and target setting. After analyzing years of incident-related data, Odyssey established two safety targets in 2023.

Making progress toward meeting these targets is a top priority. The first year after the targets were set, Odyssey saw a 10% reduction in Total Recordable Injury Rate (TRIR). Progress on this metric continued in 2024 with 26 sites — 32% of Odyssey's facilities — receiving the Safety Excellence Award for Zero Recordable Injuries for the entire year.

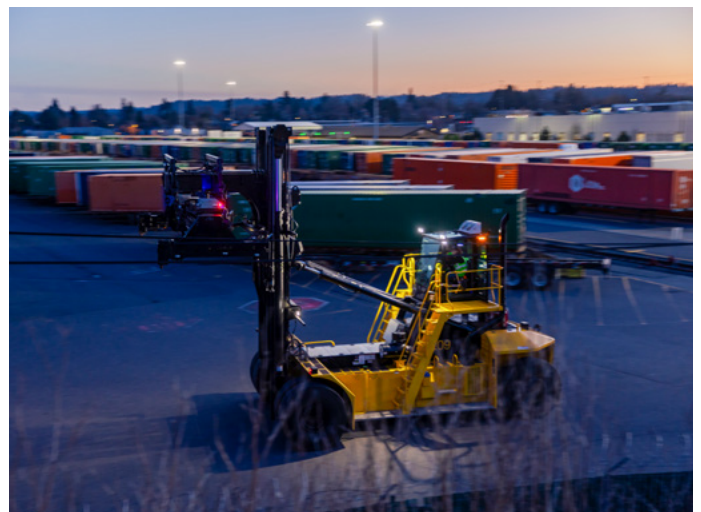
In addition to the TRIR, Odyssey also tracks First Aid Case Rate (FACR), Lost Time Injury Rate (LTIR), and Days Away, Restricted or Transferred (DART).

Safety Targets

**Total Recordable
Injury Rate**



**Near-Miss
Reports**



Future Planning

In 2024, Odyssey established a three-year HSSE Strategic Roadmap that is aligned with its business growth goals and safety targets.

The development of the roadmap started with a third-party gap assessment of health and safety management at Odyssey, which included a review of Odyssey's internal safety systems. In addition to identifying strengths, the analysis also pinpointed opportunities for improvement. Odyssey's leadership team is using this three-year roadmap to ensure focus, accountability, and ongoing investment into this priority topic.

The roadmap helped formalize safety-related principles and create a unified safety strategy across the company's 82 facilities. A refreshed driver handbook launch, Employee Assistance Plan (EAP) trainings, camera systems implementations, and internal audit systems are examples of initiatives Odyssey rolled out since the launch of the safety roadmap. Additional examples include the creation of a dedicated Lockout/Tagout program and ladder safety guides for fall prevention.



Employee Engagement

We believe in winning together.

Odyssey believes in winning together as one team and works to foster a culture that not only recruits the right people into the right roles but supports them to grow in a career at Odyssey. A talented, motivated workforce enables Odyssey to deliver excellent service to its customers.

Development and Retention

Odyssey's culture and employee engagement strategy is informed, in part, by Odyssey employees themselves. Odyssey collects feedback from team members to understand how the organization can better support their day-to-day functions and professional goals. Regular pulse surveys also help gauge employee satisfaction. Both instruments provide valuable insights and help Odyssey maintain a positive work environment for the team.

Management carefully reviews survey feedback and considers where it can implement process improvements. For example, as a result of recent survey themes, Odyssey launched a manager skills training initiative. The training responds to feedback from the team and helps Odyssey grow top talent in-house — a win-win.

Odyssey also demonstrates its appreciation for employees through recognition programs. As a supplement to its safe driving recognition initiative, Odyssey personnel can participate in programs like *Cheers for Peers*. This initiative provides Odyssey employees the opportunity to highlight their colleagues for embodying Odyssey's core values or going the extra mile for a customer.

Awardees are recognized throughout the year and receive tokens of appreciation for their contributions. Programs like these underscore Odyssey's commitment to uplifting its employees and promoting strong relationships among teams.



Our Core Values



Win Together

We operate as one team, applying our full multimodal expertise to deepen relationships and solve our customers' toughest challenges.



Innovate Boldly

We lead with curiosity and challenge traditional ways of thinking to find smarter, faster paths forward.



Drive Results

We deliver outcomes that matter to our customers and the business. Every team member is empowered to make an impact, solve bigger, and deliver results for our customers, every day.



Customer Centric

We work hard to deeply understand each customer's business, earn trust, and create strategic value that sets us apart as a true solutions provider and partner.



Guide with Care

We guide every decision with care, protecting people, safeguarding freight, and building resiliency and sustainability into how we work.

Employee Appreciation

Odyssey's employees are its greatest asset. Themed events like Office Olympics, March Madness, and Logistics Bingo give teams the chance to have fun with their colleagues. Through regular employee spotlights, monthly birthday celebrations, and employee appreciation events across locations, Odyssey takes the time to let employees know how much the organization appreciates the work they do.



Community Engagement

**We're all connected,
no matter the distance.**

Project Outreach is a cornerstone of Odyssey's broader impact programming. This umbrella initiative houses several programs dedicated to employee engagement and community care.



Odyssey in the Community

In 2024, Odyssey supported over 15 different community-based and charitable organizations through volunteering and donations. In April 2025, 15 Odyssey team members participated in the Autism Services 5k in Charlotte, NC, along with our CEO. Odyssey also supports events for Habitat for Humanity, the Ronald McDonald House Charities, and the Yellow Brick Road Animal Rescue. Odyssey is proud to collaborate with organizations whose causes are important to employees.

Employee Involvement

Spirit Team programming, for example, facilitates regular events for employee appreciation, such as nacho bars, snow cone days, and other in-office activities. Project Outreach initiatives draw participation from Odyssey team members who sit behind the wheel, in corporate offices, and in the board room. This illustrates how Odyssey's commitment to employee engagement and community impact are present at each level of the organization.

Odyssey values community partnership and encourages teammates to engage in the communities in which it operates. In September 2024, Odyssey organized a donation drive for those impacted by Hurricane Helene. Odyssey team members at the Charlotte office also distributed bags filled with toiletries and essential items for residents of the Pilgrim's Inn women's shelter.

Charitable Partnerships

Odyssey regularly partners with organizations for volunteering and philanthropy opportunities, including Autism Services of Mecklenburg County, Yellow Brick Road Animal Rescue, the American Heart Association, the Alzheimer's Association, and the Ronald McDonald House Charities.



Governance and Ethics

**We strive to do what's right,
consistently and reliably.**

Odyssey is committed to responsible, ethical business practices. The organization is currently expanding its policy library, and the most recent employee handbook outlines a zero-tolerance policy and prevention mechanisms, for misconduct and harassment in the workplace.

Initiatives

Employees can report on these or any other concerns—openly or anonymously—through its whistleblower hotline. Odyssey developed an investigations toolkit for its HR function to carefully assess sensitive matters. To support compliance with Odyssey's employee expectations, multiple training courses are required per year.

Cybersecurity training is also required on a bimonthly basis. Odyssey encourages its suppliers and contractors to also adhere to responsible business practices.



Certifications and Partnerships

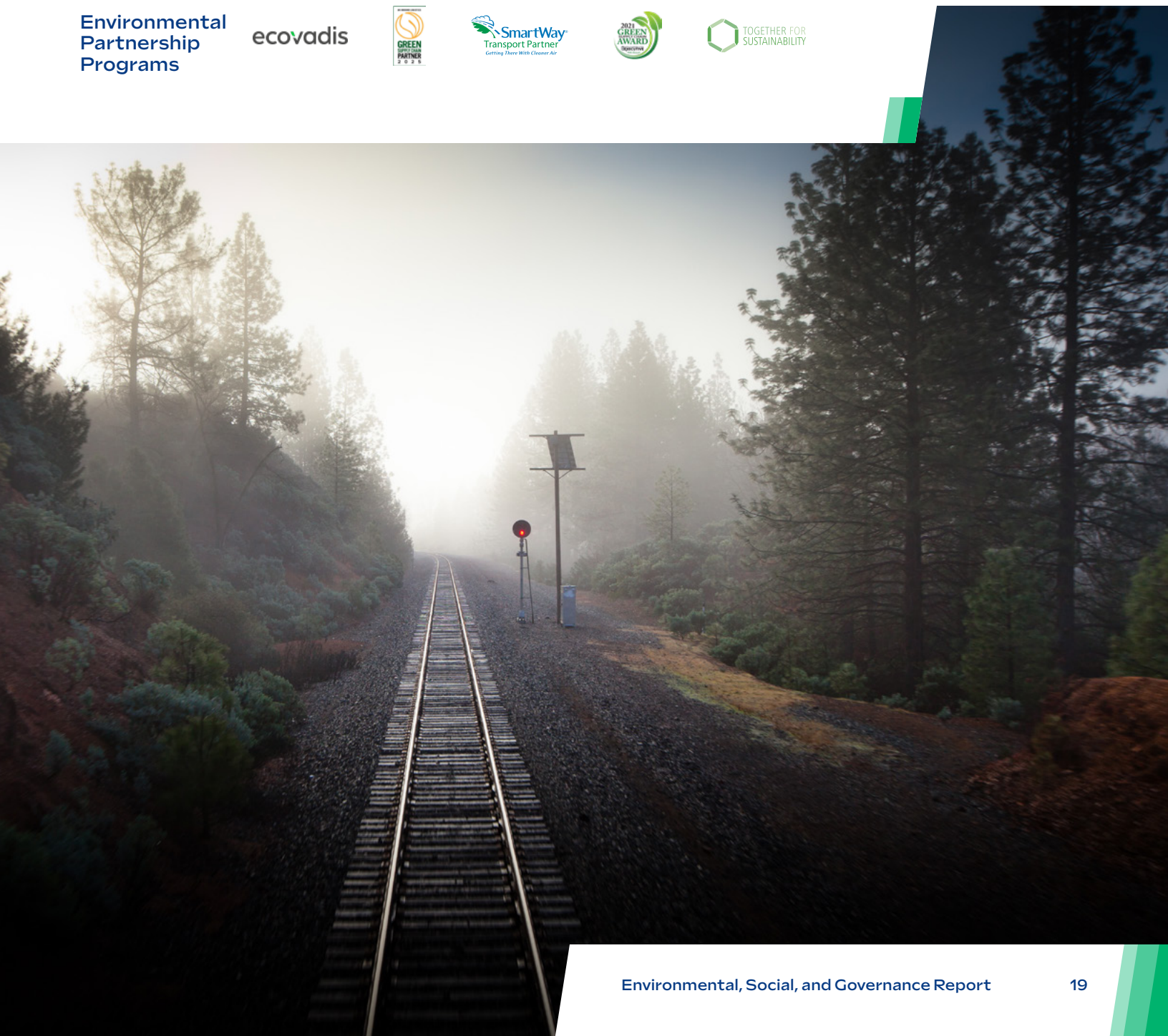
Safety & Compliance

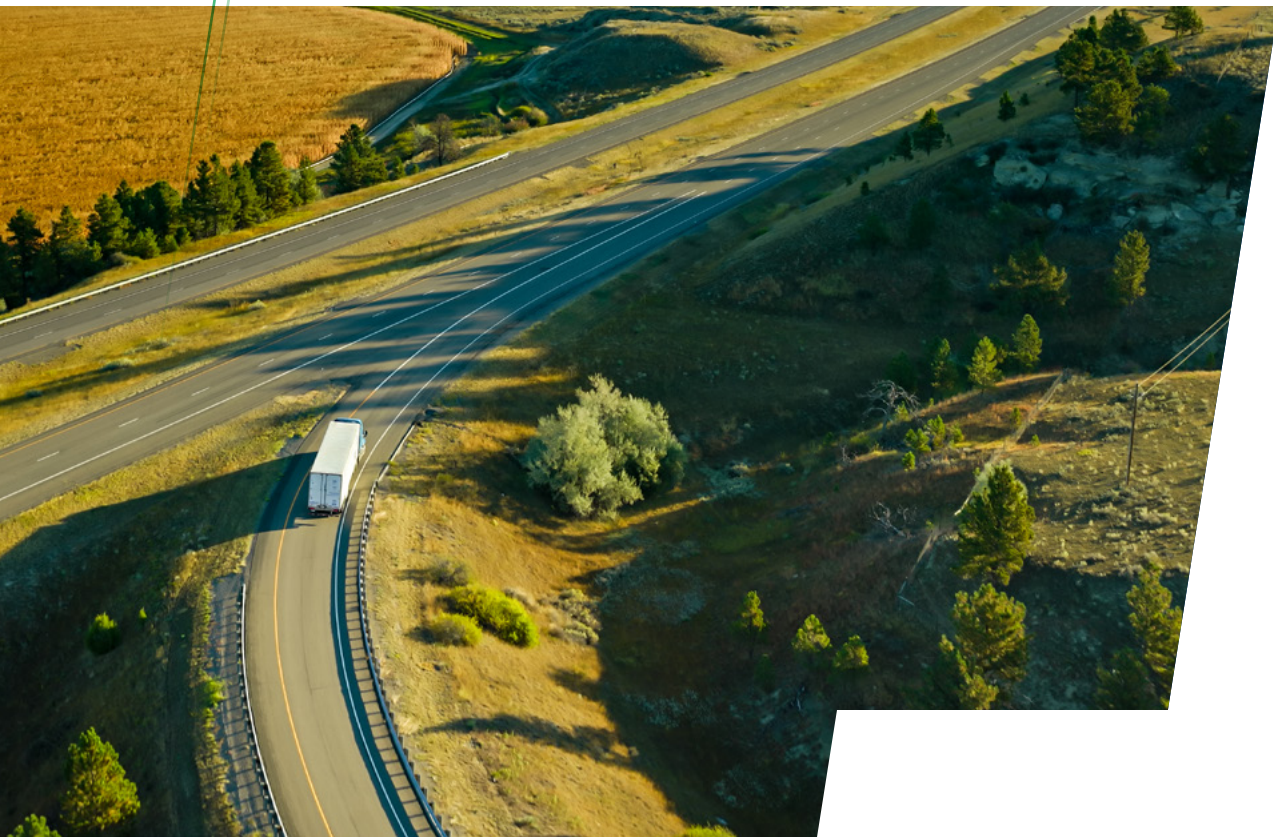


Certifications



Environmental Partnership Programs





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