



**INTERCONEX**  
Global Moving Solutions

**ESG**  
**Report**  
**2025**

## About Our ESG Program

At Interconex, we are firmly committed to addressing societal issues in alignment with the UN Global Compact and Sustainable Development Goals. Recognizing the fundamental importance of generating value for both our business and stakeholders, our strategy focuses on maximizing long-term value through responsible practices across environmental, social, and governance (ESG) realms.

Our implemented ESG Program involves forward-looking statements reflecting Interconex management's assumptions and expectations, encompassing targets, goals, commitments, and programs. However, actual future results may significantly differ due to changes in circumstances, unrealized assumptions, or other risks.

We actively engage stakeholders to ensure our actions create value for customers, employees, suppliers, and local communities, advancing environmental and social sustainability across our business and supply chain. By aligning our priorities with the most relevant ESG issues, we aim for a meaningful impact where it matters most, contributing to a more sustainable and equitable world while strengthening our business's resilience and competitiveness.

Leadership in ESG matters begins with our Executive team and extends throughout our organization. Interconex's executive team sets the ESG agenda and provides dedicated management and oversight of our initiatives and goals, while business leaders shape and execute tailored strategies within their departments.



## Message from our President

In a world filled with both opportunities and challenges, Interconex recognizes the importance of addressing social, environmental, and economic issues affecting communities worldwide. Guided by our commitment to serving all stakeholders – customers, employees, suppliers, communities, and the planet – we strive to make a positive impact.

At Interconex, we adopt a shared value, whole-system approach to ESG issues. Beyond mere responsibility and risk mitigation, we seek to create value for businesses by enhancing customer and stakeholder service while contributing to broader societal transformations for more equitable and sustainable outcomes.

Acknowledging the urgent need to address environmental concerns, we are dedicated to decarbonizing our operations, minimizing waste, and preserving, managing, and restoring nature. We also prioritize fostering prosperity and equity among our employees and supply chain participants.

Every day, we commit to safely and efficiently transporting our customers' belongings, navigating through various challenges such as regulatory changes, labor disputes, political unrest, humanitarian crises, extreme weather events, and natural disasters.

In response to recent stakeholder engagement, we have updated our ESG priorities, focusing on four overarching themes: Opportunity, Sustainability, Community, and Ethics & Integrity. These reflect stakeholder expectations, relevance to our business, and our ability to effect meaningful change.

Addressing the challenges confronting both businesses and society necessitates collective action. We believe that small, widespread changes in individual behavior can yield significant, positive impacts. As stakeholders in Interconex, your collaboration on this journey is essential. Together, we can drive positive change and create a better future. We eagerly anticipate working with you to achieve this shared vision.

*Alex Talbot*

Alex Talbot, President



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## Our Company

Interconex, Inc. is a full-service household goods company. We specialize in international and domestic door-to-door household goods transportation. Our team's expertise will help you handle your corporate transferee's goods to/from anywhere in the world.

While many competitors continue to offer full relocation services, Interconex remains intensely focused on household goods moving services which has made it a valued partner for many third-party relocation companies and positioned Interconex as a specialist in this line of business as a service provider.

Interconex will continue to focus all its resources on providing the best domestic and international goods moving experiences for its clients and their relocating transferees.

The current ownership group of Interconex is led by professionals & experts in Household Goods Industry and has a secure financial structure with long term direction.

## Stakeholders

- Customers: Convenient access to quality, affordable products and services
- Employees: Purpose-driven work; opportunity for good jobs and upward mobility
- Suppliers: Access to customers and support for supplier development and growth
- Business partners: Access to and understanding of engaged customers for our partners
- Communities: Resources to build stronger, more inclusive communities • Planet: Reducing emissions, waste and renewing approach



## ESG Program - Environment

At Interconex, we recognize the critical importance of environmental conservation and sustainability in our business operations and overall corporate responsibility. We are committed to developing our environmental sustainability policies in the context of the United Nations Global Compact Principles 7, 8, and 9, and its actions aligned with United Nations Sustainable Development Goal (SDG17) and SDGs 7, 11, 12, 13, 14, 15, and 17.

We view environmental responsibility and sustainability as integral components of our corporate identity. Through our collective efforts, we aim to make a positive impact on the world we live in, and we encourage all employees, and Suppliers, to embrace and contribute to our environmental and sustainability goals.

## Our Commitment to Sustainability

- We are committed to achieving the highest standards of environmental responsibility and sustainability in all our activities, products, and services. Our commitment extends to:
- Reducing our carbon footprint by implementing energy-efficient practices and adopting renewable energy sources where feasible.
- Minimizing waste generation, promoting recycling, and adopting responsible waste disposal methods.
- Conserving natural resources by managing water usage and sourcing materials with low environmental impact.
- Promoting sustainable transportation options for our clients, customers, employees and encouraging public transportation, carpooling, the use of electric or hybrid vehicles, and transportation volumes and modes.
- Ensuring that we track the Carbon footprint of our services so that our clients are able to understand the impact of their mobility policies and find opportunities to reduce or offset carbon emissions.



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## Environmental Management System (EMS)

To ensure our continued focus we created and implemented a formal Environmental and Management System. The EMS serves as a comprehensive framework that guides Interconex's efforts to identify, monitor, and mitigate environmental impacts across its operations. By integrating environmental considerations into its business processes and decision-making, Interconex aims to enhance resource efficiency, reduce emissions, and foster a culture of environmental stewardship throughout its organization.

### EMS Overview:

- **Conduct annual reviews of our EMS:** Involving top management and relevant stakeholders. Assess the performance, effectiveness, and areas for EMS improvement.
- **Objectives and Targets:** Review and set new environmental objectives and targets, considering the company's current environmental performance.
- **Monitoring and Measurement:** Continue monitoring and measuring environmental performance against set targets. Ensure data collection remains accurate and consistent.
- **Communication:** Review the effectiveness of internal and external communication processes, ensuring that stakeholders are informed about our Goals and Progress.
- **Suppliers and Contractors:** Assess the environmental performance of suppliers and contractors and ensure they adhere to your environmental standards and requirements.
- **Training and Awareness:** Ensure that employees receive appropriate training and awareness programs on environmental responsibilities and changes in EMS procedures.
- **Reporting:** Prepare and publish annual environmental performance reports, communicating achievements, goals, and challenges to stakeholders.

## Our Long Term Goals

- **Goals base on Science Based Target initiative (SBTi).** We will achieve a 3.25% decrease in our company's carbon emissions (tCo2e) in 2025 based on 2024 emissions, and decrease 30% by 2030 based on our base year of 2019. We will be Carbon Neutral by 2050.
- **Renewable energy:** Natural Electricity is the biggest contributor to our operational carbon emissions. We are committed to 100% renewable electricity by 2050 both through systems installed at our facilities and through purchases from external providers.
- **Efficiency:** We are incorporating efficiency in lighting, heating, ventilation and air conditioning (HVAC), refrigeration and other categories such as plug loads. As our existing buildings and equipment age, we aim to replace or upgrade older equipment with the latest in high-efficiency technology.
- **Onsite fuels:** A key part of our de-carbonization strategy is to reduce our dependence on combustible fossil fuels for heating, cooling and backup power by increasing efficiency, transitioning to cleaner fuels and electrifying equipment.



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- Customer engagement: Providing customers options to reduce their Environmental impact for the services they purchase from us.
- Supply chain: We continue to encourage our suppliers to adapt the UN Global Compact Principles, and to work toward 100% reusable, recyclable and compostable packing material.

## 2024 Environmental Accomplishments

- Scope 1 Measurement Expansion: Identify additional Scopes to measure and conclusion is that aside from our Gas there are no additional Scope 1 items to measure. We were able to add additional office scope 1 results.
- Timely Metric Publication: We published our 2024 environmental metrics, ensuring transparency and accountability
- SBTi Improvements: Refined our existing tracking document, making improvements in measuring our Sustainability efforts.
- Tree Planting in Offset Data: This service is provided to several of our corporate clients who track and report the carbon credits in their Environmental reports. In accordance to the GHG protocol, to avoid double reporting, we have excluded this date in our Carbon reporting.
- Identified actions for 2025 Environment & Sustainability efforts

## 2024 tCo2e Metrics

tCO2e Emissions	2024	2023	Variance
Natural Gas	15.83		
Electricity	37.51	55.33	-32%
Business Travel	24.33	22.77	7%
Employee Commute	17.39	35.00	-50%
Physical surveys	11.86	8.06	47%
HHG Transportation	2,192.37	2,754.74	-20%
<b>Scope 1 Total</b>	<b>15.83</b>		
<b>Scope 2 Total</b>	<b>37.51</b>	<b>55.33</b>	<b>-32%</b>
<b>Scope 3 Total</b>	<b>2,245.95</b>	<b>2,820.57</b>	<b>-20%</b>
<b>Emissions Year total</b>	<b>2,299.29</b>	<b>2,875.90</b>	<b>-20%</b>
tCO2e Emission Avoidance	2024	2023	Variance
Employee Commute Remote	58.94	96.21	-39%
Virtual surveys	7.13	15.71	-55%
<b>Avoidance Year total</b>	<b>66.07</b>	<b>111.92</b>	<b>-41%</b>



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## Other Sustainable Affiliations, Initiatives and Programs

Interconex is proud to work with the following organizations to develop and succeed in our Environmental initiatives:

- UN Global Compact
- Coalition for a Greener Mobility
- FIDI Global Alliance
- One Tree Planted
- Arbor Day Foundation
- Move for Hunger
- SmartWay
- Ecoglt Reforestation Projects in Uruguay and Panama

## ESG Program Social

At Interconex, we understand the critical importance of our social programs, which encompass considerations for human rights, labor practices, diversity and inclusion, and community engagement. We are committed to developing our social policies in the context of the United Nations Global Compact Principles and the Social actions aligned with United Nations Sustainable Development Goal including SDGs 1, 2, 3, 4, 5, 8, 9 and 10.

We view social responsibility as an integral component of our corporate identity. By prioritizing social responsibility, we contribute to poverty alleviation, gender equality, and access to education and healthcare, aligning with the broader objectives of sustainable development. Furthermore, addressing social issues enhances stakeholder trust, mitigates risks, and fosters resilience, ultimately driving long-term value creation and sustainable business growth.

## Our Social Program

To prioritize our commitment to social programs, Interconex's ESG management team spearheads efforts in identifying, monitoring, and promoting social programs for both our employees. By embedding social considerations into our business processes and decision making, Interconex aims to cultivate a pervasive culture of social responsibility across the organization, and make a positive impact within our communities and beyond.

## Program Overview:

- Conduct annual reviews of our Social Programs: Involving top management and relevant stakeholders. Assess the performance, effectiveness, and areas for Program improvement.
- Objectives and Targets: Review and set new social objectives and targets, considering the company's current progress towards our Goals.



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- **Monitoring and Measurement:** Monitor and measure Social Program's performance against set targets. Ensure data collection remains accurate and consistent.
- **Communication:** Review the effectiveness of internal and external communication processes, ensuring that stakeholders are informed about our Goals and Progress.
- **Suppliers and Contractors:** Assess the Participation of suppliers and contractors and ensure they adhere to Social Program Goals.
- **Training and Awareness:** Ensure that employees receive appropriate training and awareness programs on environmental responsibilities and changes in Program procedures.
- **Reporting:** Prepare and publish an annual social performance report, communicating achievements, and progress towards our goals

## Our Long Term Goals

### Employees

Interconex is dedicated to creating an inclusive and equitable workplace where everyone has the opportunity to advance in their careers, regardless of their starting point. By doing this, we attract, develop, and retain talented individuals who deliver excellent service to our customers daily. Our mission, centered on reducing costs, enhancing value, fostering lasting relationships, and easing life's transitions, is achieved through the efforts of our employees and supplier partners.

Investing in employee career paths, including training, competitive wages, and advancement opportunities, has bolstered our workforce and contributed to our growth and retention. As work dynamics evolve, we continue to attract diverse talent capable of thriving in a changing environment.

We believe that investing in frontline relocation coordinators benefits not just Interconex but also communities by providing good jobs and pathways to higher-wage careers. Our goal is to accelerate employee professional development through competitive compensation, training programs, and growth-oriented career paths.

### Diverse Talent Pipelines

Our diverse workforce serves as a talent pool for future leaders, enabling us to adapt to evolving business demands and better serve our diverse customer base. We are committed to equitably hiring, developing, and rewarding employees at all levels.

### Pay Equity

Interconex ensures fair pay regardless of race, ethnicity, or gender. We employ practices such as gender-neutral job descriptions, blind recruitment, and market-based pay rates to maintain pay equity. Additionally, we provide transparency and avenues for employees to address concerns confidentially.



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## Employee Well-being

We prioritize the financial, physical, and emotional well-being of our employees through competitive compensation, benefits, flexible scheduling, and support for emotional wellness.

## Education

Through various channels such as employee communications, industry publications, and other platforms, we actively disseminate information on social issues and advocate for the United Nations Principles.

We provide regular training sessions covering various topics such as community engagement, wellness initiatives, and environmental stewardship. These training sessions empower our employees with the knowledge and skills to actively contribute to positive social change both within and outside the organization.

## Local engagement

By engaging with our communities through volunteering, organizing charity events, or supporting local initiatives, we strive to make a positive impact in the places where we live and work.

## 2024 Social Accomplishments

- New Initiatives
  1. Established a volunteer-led wellness committee to plan and execute initiatives that promote employee wellbeing, with a focus on creating inclusive programs that foster a sense of belonging.
  2. Implemented an anonymous employee complaint and suggestion box to provide a safe platform for sharing feedback and concerns, ensuring all employees feel heard and valued, regardless of their background.
  3. We are in the process of implementing an employee survey to gather qualitative data on inclusion and identify areas of need or concern.
  4. Expand training efforts to include on a rotational basis: Generational Differences in the Workplace, Cultural Competency and Awareness, Inclusive Leadership, Neurodiversity in the Workplace
- Current Trainings: Unconscious Bias, Harassment and Discrimination, Workplace Violence in the Workplace, Preventing Bullying in the Workplace
- Recruitment Efforts
  1. Partner with local community colleges to promote job opportunities and attract applicants from diverse backgrounds.



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2. Recruit entry-level applicants with no prior experience, providing them with on the-job training, growth opportunities and career development.
  3. Implement blind hiring practices by removing names and locations from applications to reduce bias in the recruitment process.
- Flexible Scheduling and Remote Work
    1. All employees have different pressures on their time. Interconex’s scheduling is built around predictability, consistency and flexibility while ensuring employees are there when customers need them.
    2. We have embraced remote work options, allowing employees the flexibility to work 100% remotely or on hybrid schedules. This shift has not only supported work-life balance but also created significant benefits for our team.
    3. Many employees now save on childcare costs and can continue working remotely after the birth of their children, ensuring they can balance their personal and professional lives more effectively. Additionally, remote work has expanded our recruitment efforts, enabling us to attract and retain top talent from diverse locations across the United States, fostering a more inclusive and geographically diverse workforce.
  - Paid Leave: Interconex’s regular Paid Time Off (PTO) includes paid sick leave, vacation time, personal time and holiday time, with one floating holiday per year, which gives employees the flexibility in how to use it.
  - Wellness Promotion
    1. Partner with our healthcare carrier to incentivize healthy behaviors.
    2. Highlight mental and physical health resources in the employee newsletter, including access to trainings and webinars.
    3. Offer an Employee Assistance Program (EAP) to support employees and their families.
    4. Our diverse health plan options, including a no-cost plan for employee-only coverage, reflect our commitment to meeting the varied needs of our workforce. This approach ensures that all employees have equitable access to essential healthcare, supports financial well-being, and fosters an inclusive workplace.
    5. Provide financial counseling through licensed advisors, supplemented with monthly webinars.
    6. Offer flexible scheduling and remote work options to support employees’ personal and family needs.
  - Measurement: We submit the EEO-1 report annually and analyze the results by comparing them to current workforce demographics to ensure alignment and identify any areas for improvement.



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- Policy Statements
  1. Equal Employment Opportunity (EEO) Policy
  2. Anti-Discrimination Policy
  3. Diversity Equity and Inclusion Policy
  4. Workplace Violence Policy

## Other Sustainable Affiliations, Initiatives and Programs

Interconex is proud to work with the following organizations to develop and succeed in our social initiatives:

- FIDI Global Alliance
- Greeley-Weld Habitat for Humanity
- Move For Hunger
- Home Sweet Home

## ESG Program – Governance

At Interconex, the Governance aspect of an Environmental, Social, and Governance (ESG) program is crucial as it establishes the framework for ethical and responsible decision-making within our organization. It encompasses the structures, policies, and procedures that guide how we operate. Effective governance ensures accountability, transparency, compliance with regulations, and helps mitigate risks to ensure the success of our long-term ESG goals.

## Our Governance Program

- Conduct annual reviews of our Governance Programs: Involving top management and relevant stakeholders. Assess the performance, effectiveness, and areas for Program improvement.
- Objectives and Targets: Review and set new Governance objectives and targets, considering the company's current ESG Goal performance.
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- Training and Awareness: Ensure that employees receive appropriate training and awareness programs on environmental responsibilities and changes in Program procedures.
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## 2024 Governance Accomplishments

- Conducted annual Disaster Preparedness testing to ensure efficacy of our plan
- Review and approve our Environmental Management System and control documents, from a corporate governance perspective.
- Review ESG reporting to validate accuracy of data and results
- Provide Training to employees to increase awareness of Governance topics
  - Global Anti-Corruption
  - Foreign Corrupt Practices Act
  - General Data Protection Regulation
  - Data Privacy and Security
  - Cyber Security
- Downstream Suppliers – the following have been worked on in 2024 and are still in progress. New supplier data collection for the below is expected in Q1 2025
  - Review of Supplier Agreement to ensure proper ESG wording
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