



BUILDING A
SUSTAINABLE **FUTURE**

2025 Annual Corporate Social Responsibility Report





Sustainability

in All We Do

A letter from Enterprise Owner and Chairman Charles S. Kuhn

Welcome to our 2025 Enterprise Sustainability Report. I am proud of the meaningful progress reflected in these pages and celebrate that it is driven by our people and guided by our values. Our commitment to environmental responsibility, community engagement, and our inclusive workplace culture was strengthened in significant ways that uphold our values as a company rooted in service, stewardship, and shared purpose.

This past year gave us the opportunity to build upon our newly established enterprise-wide baseline carbon accounting. This foundational effort – led by our Sustainability Task Force in partnership with Planet Mark, a dedicated carbon accounting vendor – equips us with the insight to strategically reduce our greenhouse gas emissions. Having updated and expanded our data in 2025, we gained significant improvement in our understanding of these emissions and identified areas to focus on further progress.

We were honored to receive our second consecutive Small-Medium Enterprise B (SME-B) score on the Carbon Disclosure Project (CDP). What an achievement! This recognition validates the integrity of our sustainability strategy and reflects the unwavering dedication of our teams to transparent, accountable climate action.

Internally, we have seen our culture of caring flourish through initiatives like the Mentorship Program. Now in its fifth year, the program has welcomed a total of 118 employee participants and garnered overwhelmingly positive feedback, with folks noting that they have found it rewarding, valuable, and a great way to grow through meaningful mentorship connections.

From expanding conservation efforts through JK Land Holdings to continually advancing food access and education at JK Community Farm, our impact continues to grow in so many ways. We remain deeply committed to creating value for our stakeholders and communities while honoring the planet we all share.

As we move into 2026 and beyond, I am energized by the path we are charting – grounded in purpose, guided by data, and powered by people. Thank you for joining us in building a future where, together, we succeed.

Warm Regards,

Chuck Kuhn

Enterprise Owner and Chairman

OUR BRAND PROMISE:

You will be treated with care and respect

Report Contents

Our Employee Groups

Belonging and Inclusion Council	04
Sustainability Task Force	04
Enterprise Values in Action: How We Apply Our Principles	04

Belonging and Inclusion

Our Commitment and Policies	05
Ongoing Growth and Development	05
Quarterly Training	05
Annual Enterprise Engagement Survey	05
Employee Engagement Initiatives	05
Supplier Diversity	05

Environmental Sustainability

2025 Carbon Accounting Initiative: Building on a Foundation for Net Zero	
<i>Key Highlights</i>	06
<i>Strategic Alignment</i>	06
<i>Looking Ahead</i>	06
Sustainability Ratings	
<i>CDP (Carbon Disclosure Project)</i>	06
<i>SME</i>	06
<i>FIDI Audit</i>	06

Conservation & Environmental Improvements

Conservation Easements	07
Supply Chain Sustainability	07
Waste Management Practices	07
Energy Conservation	07
EPA SmartWay	07
ecolegIT Partnership	07

Spotlight on JK Community Farm

Addressing Food Insecurity	08
--------------------------------------	----

Employee Health & Wellness

Health and Safety	09
Employee Wellness Initiatives	09
Employee Assistance Program (EAP)	09

Corporate Safety, Health, and Environment Commitment

OSHA Compliance and Performance	10
Ethical Conduct and Company Culture	10
<i>Code of Conduct and Business Ethics</i>	10
<i>Ethics Hotline and Reporting Procedures</i>	10
Fleet Safety	11
Safety Recognition Programs	11
Cybersecurity and System Reliability	12
Secure and Redundant Infrastructure	12
Proactive Defense and Data Privacy	12
<i>Data Encryption and Secure Facility</i>	12
Business Continuity and Disaster Recovery	12

Environmental Sustainability

We **passionately support** a range of initiatives throughout each year to promote sustainability and **enhance the well-being** of our employees, customers, and communities.

2025 Carbon Accounting Initiative: Building on a Foundation for Net Zero

Last year, JK Moving Services and CapRelo continued to build on the comprehensive carbon accounting initiative launched in 2024. Verified by Planet Mark, the initiative aims to establish a robust emissions baseline and strengthen our environmental transparency. It is a cornerstone of our sustainability strategy, guiding our path toward measurable impact reduction and long-term climate accountability.

Key Highlights

We measured emissions across Scopes 1, 2, and 3 in accordance with the Greenhouse Gas Protocol, covering the full calendar year of 2024. Measuring our carbon footprint against this standard helps us understand how our actions contribute to climate change and enables us to identify ways to reduce our environmental impact. Our total carbon footprint was 20,121.2 tCO₂e – equating to 31 tCO₂e per employee – across 1,200 full-time equivalent staff in 2024.

- ▶ **Scope 1 (11.5%):** Direct emissions from fleet operations, natural gas, and propane.
- ▶ **Scope 2 (3.05%):** Indirect emissions from electricity use, minimized through energy-efficient practices and renewable sourcing.
- ▶ **Scope 3 (85.45%):** Indirect emissions from supply chain and activities including transportation, waste, business travel, and commuting.

Strategic Alignment

The comprehensive carbon accounting initiative supports four UN Sustainable Development Goals: Climate Action, Responsible Consumption and Production, Affordable and Clean Energy, and Clean Water and Sanitation. Participating in this effort annually supports our broader commitment to global sustainability.

Looking Ahead

Our focus remains on transparent reporting, continuous improvement, and driving measurable, positive impact across our operations and value chain. We continue to sharpen our pencils to enhance our reporting and look for new ways to reduce our carbon footprint through operational improvements.

This year, we are further building on our established baseline by submitting our 2025 data to Planet Mark for a third year of verification and analysis. We continue to expand our Scope 3 emissions coverage, aligning with Planet Mark's global certification standards, and advancing toward our long-term net-zero goals.

SUSTAINABILITY RATINGS



CDP (Carbon Disclosure Project)

CDP, an independent, not-for-profit organization, operates the world's leading environmental disclosure platform, enabling investors, companies, and regions to measure and manage their environmental impact. Our first-ever CDP Climate Change disclosure submission in 2024 marked a pivotal milestone in our environmental transparency and strategy, and we dedicated ourselves to continuous effort to sustain our positive results.

SME

We are proud to share that we earned a SME-B rating for the second year in a row. This rating reflects our serious commitment to environmental stewardship and highlights the early progress we have made in aligning with global climate reporting standards.

Our disclosure included both quantitative metrics and qualitative insights on governance, risk management, and emissions reduction strategies. We look forward to building on this foundation in future disclosures, continually enhancing our climate-related performance and transparency.



FIDI Audit

JK Moving Services (JKMS) is proud to be one of only 46 U.S. companies to hold the FIDI/FAIM certification, an industry gold standard. This recognition reflects our ongoing pursuit of excellence, safety, and sustainability.

FIDI's comprehensive triennial audits ensure that certified companies meet stringent global standards. In 2023, for the first time, sustainability benchmarks were incorporated into these audits, and we exceeded the newly set criteria last year. We look forward to reporting on our achievements during FIDI's next audit in 2026.

Conservation & Environmental Improvements

Conservation Easements

Through JK Land Holdings (JKLH), founded in 2016, we have invested strategically in land conservation, redirecting acquisition proceeds into permanent conservation easements. These easements protect critical landscapes from development, preserving ecosystems, cultural sites, and biodiversity for future generations.

For every acre of land we develop commercially, we set aside approximately 44 acres for conservation. This 44:1 ratio reflects a profound commitment to smart growth and environmental guardianship.

Guided by a community-first creed, JKLH continues to balance economic development with ecological responsibility, demonstrating that environmental protection and business success can coexist.

Supply Chain Sustainability

Sustainability is a central pillar of our procurement strategy. We integrate environmental criteria into every stage of supplier selection and management.

Our Supplier Code of Conduct requires adherence to rigorous environmental practices, encompassing proper handling of hazardous materials, pollution prevention, and emissions control. Suppliers are expected to demonstrate ongoing practices to minimize waste, conserve resources, and continuously improve their environmental performance.

We reserve the right to end relationships with suppliers who fail to meet these standards, ensuring that sustainability remains a non-negotiable part of our operations.



Waste Management Practices

We divert more than **4.5 million pounds of materials** from landfills annually through our Zero Waste initiatives. These efforts are grounded in circular economic principles and extend across all areas of our operations.

Notable initiatives include:

- ▶ **BoxlessMove®**, our proprietary system that eliminates the need for cardboard boxes.
- ▶ Recycling **paper, cardboard, and wood** using compactors and augers.
- ▶ Use of **recycled moving blankets, reused vehicle parts, and retreaded tires** to maximize resource efficiency.
- ▶ Installation of **motion-sensor lighting** and use of **reclaimed oil** to heat our maintenance facility.

Our reused boxing program also allows customers to choose between new and reused boxes, contributing further to landfill diversion.



Energy Conservation

We have implemented a range of energy-saving initiatives across our enterprise facilities, including:

- ▶ Motion-sensitive lighting in warehouses
- ▶ Reused engine oil for facility heating
- ▶ Transition to compact fluorescent lighting (CFLs)

Our Gaithersburg, Maryland, facility is ENERGY STAR® certified, meeting the EPA's stringent standards for energy efficiency and low greenhouse gas emissions.

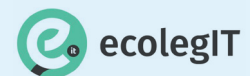


EPA SmartWay

As an EPA SmartWay Partner since 2008, we are committed to reducing carbon emissions and improving freight efficiency. Our approach includes:

- ▶ Advanced route optimization to reduce empty miles
- ▶ Replacement of older vehicles with low-emission models
- ▶ Ongoing driver training for fuel-efficient behavior

Through SmartWay, we continually measure and improve our environmental footprint in transportation. In 2025, we placed APU generator units on new tractor-trailers to reduce fuel used and increase engine life. We also ordered Tesla Semi trucks to be added to our fleet when they become available. These fully electric trucks—boasting a 500-mile range and superior energy efficiency—represent a transformative step in decarbonizing our logistics operations.



ecolegIT Partnership

To further enhance our carbon offset capabilities, we partner with ecolegIT, a pioneering platform focused on reducing the environmental footprint of the mobility industry.

By embedding ecolegIT into our operations, we can calculate, audit, and offset emissions linked to client relocations. All offsets fund sustainable forestry projects and are tracked in real-time. Clients receive carbon offset credits issued in their names, which provides transparency and assurance in their sustainability journey.

Our Employee Groups

Belonging and Inclusion Council

Our employee-led Belonging and Inclusion Council champions a culture that prioritizes meaningful connection and actively ensures that every individual is welcomed and valued across the enterprise. Guided by a four-member Leadership group and supported by our Executive Team, the Council drives initiatives that foster unity and support, eliminate barriers to full engagement, and strengthen connections within both our company and the communities we serve.

Sustainability Task Force

Established in 2000, our cross-functional Sustainability Task Force is laser-focused on reducing our environmental impact. Representing all areas of the business, the team identifies and implements opportunities to succeed in that effort by refining our policies, ensuring transparent reporting, and communicating our progress to stakeholders.

Enterprise Values in Action: How We Apply Our Principles

At the heart of our enterprise is a commitment to fostering a culture where every individual feels seen, heard, and valued. Equally integral is our commitment to sustainability.

These core values are reflected in the work of the employee groups highlighted above. One promotes care and respect through ongoing learning, open dialogue, and shared responsibilities. The other provides knowledgeable guidance to help us pursue innovative practices that reduce our environmental impact and promote long-term resource stewardship—from energy-efficient facilities and sustainable materials to responsible fleet operations and paperless workflows.

Our policies and Employee Handbook reinforce these priorities, guided by clear Belonging and Inclusion and Environmental Values Statement and Policies.



TOGETHER, WE SUCCEED

We work collaboratively to support the entire enterprise and to bring value to our customers.



IT'S MY JOB

We take ownership of our work and strive to deliver a quality product, on time and within budget.



BE CARING & COURTEOUS

Life can be stressful for our coworkers, suppliers, and our customers. When we interact with others, we want them to feel listened to, cared for, and respected.



HAVE MOXIE!

We employ know-how and a fearless resolve to lead, raise the bar, and embrace challenges. Approach work with enthusiasm and determination!



COMMIT TO GROWTH

To grow, we must develop new skills, hone our talents, take some risks, build our revenue, and encourage new ideas.



CONNECT THE DOTS

By collaborating across teams, we develop and execute solutions that enhance processes, create efficiencies, and ultimately benefit our customers.



THE BOTTOM LINE

Being profitable ensures the future of the enterprise, allows us to invest in our clients and our employees, and fuels our success.

Belonging and Inclusion

Our Commitment and Policies

We are committed to fostering a workplace rooted in respect and inclusion. That commitment spans every identity and background, ensuring respect and dignity at every level. The “Together We Succeed” principle drives our approach, reinforced by clear accountability standards and processes for addressing concerns:

- ▶ *Our Belonging and Inclusion Policies strictly prohibit discrimination against any individual and are reinforced through our Affirmative Action Programs, which promote inclusive hiring and advancement.*
- ▶ *We proudly support veterans through strategic partnerships that offer training and transition pathways into civilian careers.*
- ▶ *In alignment with the Americans with Disabilities Act (ADA), we ensure reasonable accommodations for qualified individuals and encourage open communication with HR to support accessibility.*
- ▶ *Our zero-tolerance approach to discrimination and harassment is clearly stated in our Employee Handbook, and a confidential Ethics Hotline is available for individuals to report any concerns.*

Together, these practices reflect our unwavering dedication to cultivating a culture where all employees feel valued, supported, and empowered to thrive.



Ongoing Growth and Development

We invest significantly in employee development through a robust training infrastructure that includes:

- ▶ Commit2Growth, our talent management portal that houses each employee's resume, certifications, skills, and aspirations.
- ▶ Career mapping tools and internal job-matching via the Talent Search feature.
- ▶ Manager engagement in reviewing direct reports' career preferences and future goals.

We offer a diverse set of training modules tailored to job roles, including Administrative and Management; Warehouse, Residential, and Commercial Crew; Driver Qualification and Safety; and Customer Service Training. We also leverage paperless personnel file management and web-based onboarding practices.

Quarterly Training

In 2025, we continued to run a quarterly learning and development training series, focusing on diverse topics – such as “Understanding Bias in AI,” “Working More Effectively with Different Personalities,” and “Skills to Build Stronger Work Relationships” – that contribute to a culture of continuous growth and improvement. These sessions aim to deepen our collective understanding of belonging and inclusion, thereby creating a workplace where everyone feels a sense of connection and acceptance.

Annual Enterprise Engagement Survey

Since 2020, our annual Belonging and Inclusion survey has captured employee perspectives on our culture. In 2025, we worked with HR to incorporate it into a wider-ranging Enterprise Engagement survey with several goals:

- ▶ Understand employee engagement
- ▶ Identify strengths and concerns
- ▶ Support improvement initiatives

Conducted through a confidential online method, the survey—which includes all full-time and part-time employees in our U.S. and global divisions—had a strong participation rate of 63.7%.

Employees were asked to rate their experiences on various engagement topics and were given the opportunity to provide free-form feedback about programs and events they would like to see developed in the organization to continue promoting belonging and inclusion. The Council is making great use of this information to help determine future projects and initiatives.

Employee Engagement Initiatives

Peer recognition was a great addition to our company-wide programs, with employee-nominated crew awards presented at the annual Enterprise Picnic. We also launched a Belonging and Inclusion Council resource page in the online portal, providing easy access to Council information, materials, and resources, as well as a way to send feedback directly to the Council.

Supplier Diversity

In 2025, we worked with over 240 diverse suppliers, investing more than \$64 million (65% of our third-party spend). We prioritize Small Disadvantaged Business (SDB), Minority Business Enterprise (MBE), Women-Owned Small Business (WOSB), and Veteran-Owned Small Business (VOSB) partners across all services. We collect diverse spending information from our Tier-1 (JK Direct Spend) and Tier-2 (CapRelo subcontractors), and our Supplier Code of Conduct enforces equal opportunity in employment practices.



Spotlight on JK Community Farm



Addressing Food Insecurity

The **JK Community Farm**, a nonprofit initiative of the Kuhn family and supported by our Enterprise, **spans 150 acres** and stands as **the largest organic and chemical-free nonprofit farm in the United States**. Its mission is to **donate 100% of its produce**, including 50 varieties of vegetables, fruits, protein, and herbs, to regional food banks and families in need.

In 2025, the Farm distributed an additional **260,000 pounds of organic food** – the equivalent of 1 million servings of fresh, healthy meals – bringing our cumulative donations to over **1.5 million pounds since 2018**. This initiative is deeply embedded in our environmental and social sustainability goals, addressing food insecurity while practicing regenerative, chemical-free farming.

With the support of over **7,000 volunteers annually**, including many of our employees, the Farm continues to educate youth, empower communities, and expand its reach. In 2025, more than 2,500 students visited the Farm to learn about the impact of food choices on personal and community health. Employees voluntarily contribute to The JK Community Farm via payroll deduction, with **donations totaling more than \$138,000** last year.



“Every day at the Farm is an opportunity to see how food brings people together and how small actions can create lasting change.”

Employee Health & Wellness

Health and Safety

Since 2004, our robust Health and Safety Program has served as a pillar of our commitment to employee well-being. We continually promote a culture of wellness and safety through targeted initiatives, resources, and training that empowers employees to lead healthier lives, both at work and beyond.

Employee Wellness Initiatives

We are proud to offer several initiatives designed to enhance employee well-being, including:

- ▶ Discounted gym memberships
- ▶ Health & Wellness seminars
- ▶ Resources for healthy eating and lifestyle choices
- ▶ Annual wellness events



Wellness events held throughout the year are designed to engage employees on various benefits and wellness topics. In 2025, our Benefits & Wellness Week was held in November. Throughout this week-long event, our corporate team partnered with several benefits and wellness vendors to highlight a different wellness category each day. A daily seminar and activity encouraged employees to participate, and prizes were awarded.

The week culminated in our annual Health & Wellness Fair, where we hosted vendors to provide health screenings, benefits amenities, and information on various topics. All employees, regardless of whether they participate in company-sponsored benefits, are invited to attend and participate. Preventative screening promotions and flu shot clinics are also offered annually.

Our Human Resources team leads optional fitness challenges throughout the year. These programs are designed to boost physical fitness, enhance emotional well-being, and foster a supportive, health-conscious workplace community. We introduced the Employee Cookbook program in 2025 to promote collaboration among all employees and direct engagement with the idea of building and sustaining everyone's individual and shared efforts toward better health. This collection features recipes from colleagues across the enterprise and around the globe – celebrating the community, collaboration, and diverse cultures that make us who we are.

Employee Assistance Program (EAP)

Our Employee Assistance Program is a confidential, no-cost service available to employees, their household members, and children studying away from home. It provides:

- ▶ Counseling for emotional, behavioral, and substance use challenges.
- ▶ Support for legal, financial, and work-life issues.
- ▶ Daily living services, including referrals for childcare, eldercare, healthcare providers, schools, and pet care.
- ▶ Identity theft protection and legal consultations.
- ▶ Access to a financial wellness platform offering personalized tools, retirement planning resources, budget calculators, and more.

Last year's Benefits & Wellness Week was our most successful one yet. Engagement and collaboration reached an all-time high, and feedback from attendees was incredibly positive. Our HR staff's Benefits & Wellness team is always delighted to see a strong turnout and hear everyone's feedback. It motivates us to keep expanding these types of events. We're so glad that those who attended enjoyed the offerings, and we hope that anyone who didn't make it plans to join us in 2026!

- Connor Lawson, Benefit Analyst



Corporate Safety, Health & Environment Commitment

Safety is embedded in our core values. We uphold a rigorous set of Corporate Safety, Health, and Environmental (EHS) Commitment Standards designed to ensure legal compliance and adherence to industry best practices. These standards guide our policy decisions and support our drive for continuous improvement.

Key elements of our commitment include:

- ▶ Adherence to all applicable health, safety, and environmental laws and standards.
- ▶ Empowering employees at all levels to take responsibility for safe practices, including the authority to stop work when necessary.
- ▶ Setting clear safety objectives and dedicating resources to support these goals.
- ▶ Delivering comprehensive, industry-approved safety training and education.
- ▶ Conducting regular reviews and updates of our safety protocols.
- ▶ Performing prompt and thorough incident reporting and investigations.

OSHA Compliance and Performance

The accurate reporting and management of workplace injuries are critical to our safety program. Our program administrators are responsible for:

- ▶ Auditing and maintaining OSHA 300 logs.
- ▶ Ensuring the timely posting of the OSHA 300A summary each February.
- ▶ Responding to the Bureau of Labor Statistics (BLS) regarding workplace injury and illness data.

Through diligent recordkeeping and transparent reporting, we support a culture of accountability and continuous safety improvement.

Ethical Conduct and Company Culture

Guided by a comprehensive Code of Conduct and Business Ethics Policy, we empower our team to act with professionalism, accountability, and respect. Our inclusive and supportive environment is strengthened through extensive training programs, transparent communication channels, and a strong emphasis on continuous growth.

Code of Conduct and Business Ethics

Our Code of Conduct and Business Ethics Policy serves as a guiding framework for all employees, reflecting our brand promise of Care and Respect. It outlines expectations for personal and professional behavior, including:

- ▶ Ethical decision-making and financial integrity
- ▶ Professionalism, confidentiality, and data protection
- ▶ Compliance in financial transactions, payroll, and proprietary information
- ▶ Employee responsibility in upholding our brand and cultural values

Employees are encouraged to seek guidance from leadership or the President/CEO when clarification is needed. This open-door approach reinforces accountability and mutual respect across the organization.

Ethics Hotline and Reporting Procedures

We are deeply committed to transparency and integrity. To uphold these values, we maintain a Business Ethics Hotline and Reporting System that provides:

- ▶ Multiple confidential reporting channels for stakeholders
- ▶ A process for addressing serious concerns such as financial misconduct, illegal activity, or ethical violations
- ▶ The option to report anonymously, protecting the identities of individuals who come forward

This platform ensures that all concerns are taken seriously and managed with discretion.





Fleet Safety

In 2025, we advanced our efforts in driver safety and operational oversight with a significant change: We streamlined our telematics system by consolidating three separate platforms into a single integrated solution provided by Samsara. This strategic upgrade provides several important benefits:

- ▶ Enhanced GPS tracking accuracy across our entire fleet
- ▶ Proactive reduction of risk on the road through real-time in-cab safety alerts
- ▶ Strengthened driver performance and improved fuel monitoring capabilities

With the resulting and ongoing improvements in data visibility and simplified reporting from this one comprehensive platform, we have increased accountability and can regularly equip our drivers and leadership teams with actionable insights that promote safer driving behaviors. This change aligns with our corporate commitment to exemplary safety standards, operational efficiency, and the well-being of our employees and the communities we serve.

Safety Recognition Programs

Our commitment to workplace safety is reinforced through recognition programs such as the 90-Day Injury-Free Program. This initiative honors departments that achieve ninety consecutive days without a recordable injury. Crew-level employees within qualifying departments are celebrated through sponsored safety events, reinforcing our appreciation for their diligence and collective commitment to a safe workplace. We had a banner safety year in 2025, reflecting lower injury/accident rates compared to previous years.

WINNERS!

Join us in celebrating our repeat win of the **American Trucking Associations' Moving and Storage Conference Fleet Safety Award.**

Give a tremendous round of applause to **Tim Hall**, awarded the organization's **Super Van Operator Award** at the MSC Annual Meeting.

**Congratulations,
Tim Hall!**





Cybersecurity and System Reliability

Our commitment to safeguarding data and ensuring system resilience is reflected in our layered, proactive approach to cybersecurity and infrastructure reliability. From physical hardware redundancy to enterprise-level security protocols, we are dedicated to protecting sensitive information while delivering uninterrupted service to our clients.

Senior leadership, managers, and employees alike are held accountable for maintaining a safe, healthy, and proactive work environment. Our approach reflects not only dedication to our teams but also a responsibility to the broader communities we serve.

Secure and Redundant Infrastructure

Our hosted server environment is engineered for high availability and reliability, featuring:

- ▶ Redundant power, HVAC, and data connectivity
- ▶ Fully mirrored backup servers for real-time data protection
- ▶ Parallel systems designed to activate immediately in case of failure
- ▶ Restricted physical access limited to authorized data center personnel

This infrastructure ensures continuity and resilience, even in the face of unforeseen system disruptions.

Proactive Defense and Data Privacy

We place the highest priority on safeguarding sensitive and confidential data. Our cybersecurity framework is built on globally recognized standards and regulatory compliance, including ISO 27001 certification, General Data Protection Regulation (GDPR), and U.S. state-specific data privacy laws.

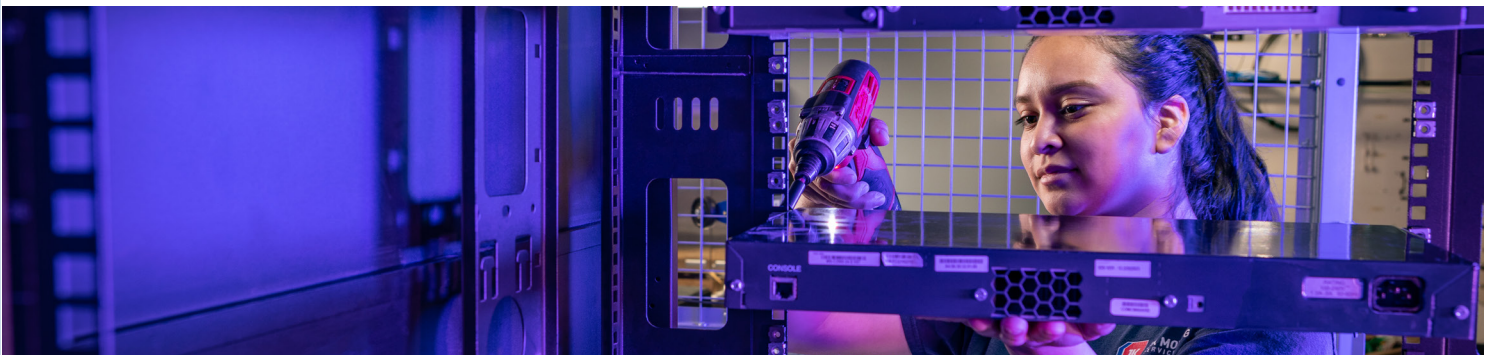
All employees undergo annual training on the protection of Personally Identifiable Information (PII). These modules cover phishing awareness, secure data handling, current threats, and a review of our data protection protocols, with testing to reinforce learning.

Business Continuity and Disaster Recovery

We have built a resilient infrastructure designed to keep operations running smoothly under any circumstances. Our geographically diverse, synchronized virtual environments ensure data integrity and automatic failover in the event of disruption.

Around-the-clock monitoring, structured escalation protocols, and annual disaster recovery drills strengthen our preparedness.

Our continuity plan extends beyond systems, with emergency procedures, leadership succession plans, and cross-trained teams ready to maintain service. Facilities are equipped with backup power, and off-site emergency kits house critical documents and tools.



Data Encryption and Secure Facilities

Our systems are hosted in a secure, SOC 2 Type II and SOC 3-certified data center in Ashburn, Virginia. We employ:

- ▶ TLS 1.2 protocols for secure communication
- ▶ AES 256-bit encryption for data in transit
- ▶ Strict access controls, allowing PII access only to authorized personnel
- ▶ Immediate access revocation for terminated employees or suppliers

We defend against cyber threats using a multi-layered protection strategy, including:

- ▶ Regular security patching of infrastructure and software systems
- ▶ Continuous monitoring via enterprise anti-virus and anti-spyware solutions
- ▶ Centralized log monitoring with exception-based heuristics to detect anomalies

Our internet-facing systems are further protected by:

- ▶ Cloudflare CDN for DNS protection, WAF, and proxied connections
- ▶ Cloudflare Zero Trust framework to control access
- ▶ OKTA for identity and multi-factor authentication
- ▶ Arctic Wolf for 24/7/365 SIEM and XDR monitoring and incident response
- ▶ Arctic Wolf Managed Risk Services to monitor compliance and detect unusual behavior



In Closing

As we conclude this year's Corporate Social Responsibility Report, we take pride in the meaningful strides made across our Enterprise in pursuit of a more sustainable, equitable, and resilient future. Every initiative, from environmental stewardship to community outreach, reflects a shared commitment that extends beyond obligation. It is a core expression of who we are.

We have established ambitious goals, cultivated meaningful partnerships, and embraced innovation to drive lasting impact. From supply chain diversity and conservation to data security and employee well-being, this report reflects more than accomplishments – it signals an ongoing, enterprise-wide commitment to doing what is right.

As we look to the future, we do so with purpose and unity. Every action we take, no matter the scale, is a step toward a more sustainable and inclusive world. Together, we will continue to lead with integrity, evolve with intention, and build a legacy rooted in care – for people, for communities, and for the planet we all share.

Thank you for being part of this journey.

Warm regards,

The JK, CapRelo and JK Land Holdings Enterprise Team



B U I L D I N G A SUSTAINABLE **FUTURE**

