



A.N. Deringer, Inc. | 64 North Main Street | St. Albans, VT 05478 | 802.524.8110

Environmental, Social, and Governance Statement

Purpose

Deringer is the largest privately-held U.S. Customs broker and one of the top five entry filers in the U.S. As a family-owned organization, Deringer offers agility and commitment to service excellence that every one of our employees embodies. We do not subscribe to a 'one size fits all' mentality – especially in this day of ever-changing government regulations, speedy data transmission demands, and custom reporting requirements. As with the Customs' business, transportation, distribution, and consulting, all lines of business focus on compliant, value-add services for a defined market niche.

Our reputation with U.S. Customs and Border Protection (CBP) and partner government agencies is unprecedented in the industry and a testament to our commitment to compliance. Deringer is extensively involved with leading industry organizations, serving on executive committees or the board of directors. We have also been appointed to serve on government committees and repeatedly asked to pilot new government initiatives.

The endurance, stability, and integrity of the Company are buoyed by our pledge to protect the planet, support our team member's health and well-being, and govern with equity, diversity, and inclusion.

Environment

Deringer strives to protect the environment by using processes that pose the lightest impact on the planet. For example, we operate in a near-paperless environment, our offices participate in recycling programs, and we use electric versus propane forklifts in our distribution centers. In addition, Deringer supports, where feasible, virtual and hybrid work arrangements that directly reduce the amount of fossil fuels consumed by our colleagues. We consider environmental impacts within our decision-making process, opting to reduce our footprint as often as possible.

Social Governance: Our People and Culture

As overtly and sincerely stated on our website, along with our living Core Values, "we are a company founded upon the principles of service excellence, compassion, and integrity. As you get to know us, we hope you join the Deringer community and share our commitment to acting with humanity, respect, and empathy for everyone. We do not tolerate racism, discrimination, harassment, or hate."

The Company structure is "flat" to provide easy access to upper management by colleagues and clients. Our senior leaders like to stay as close as possible to our customers and colleagues so we may provide accurate,

timely, and comprehensive professional services. We lead from a genuine place of respect for the professionals we are honored to work with each day.

We currently have over 500 supply chain professionals throughout more than 30 offices and distribution centers in the U.S. and remote employees in Canada. As a demonstration of our commitment to a high level of expertise and knowledge, we have 87 Licensed Customs Brokers, 44 Certified Customs Specialists, and 9 Certified Export Specialists. We believe we have the highest ratio of professionals with certifications to total employees in the industry.

Additionally, our internal shared services, such as Human Resources, Information Technology, Marketing, and Finance, employ colleagues with a substantial number certified in their respective fields. Our colleagues' commitment to service excellence and integrity is an important distinction within the industry, one that makes us extremely proud. Learning and development opportunities are continually sponsored to ensure the maintenance or further development of skills and knowledge and ensure people have the support and needed information for their physical and mental well-being.

Governance

As a privately-held company focused on the principles of family, the Board is comprised of representatives of the family-owned business and experts in finance, risk management, and transportation. The breadth of experience and the Board's leadership in setting expectations is such that we will continue to perform and lead in a highly ethical and compliant manner. This approach assures the continued endurance of the Company and provides for the overall health and well-being of our colleagues.