

2025

Sustainability Report



Cornerstone
Relocation Group.



Leading with Impact

At Cornerstone, sustainability isn't a side initiative — it's built into how we operate, how we lead, and how we grow.

2025 was a defining year.

We didn't just improve metrics — we changed how we think about impact across our business. From achieving EcoVadis Silver status — placing us among the top 15% of companies globally — to submitting our first United Nations Global Compact Communication on Progress, we strengthened both our accountability and our ambition.

But what matters most is how this shows up in our work.

As a global mobility company, every decision we make has a ripple effect on supply chains, on communities, and on the environment. This year, we expanded programs like Discard & Donate, removing more than 461,870 pounds of household goods from shipments, reducing emissions, and creating meaningful community impact.

At the same time, we deepened engagement across our organization:

- 100% participation in key training programs
- Increased supplier accountability and transparency
- Expanded employee volunteerism and community impact

These are not isolated efforts. They reflect a broader shift, embedding sustainability into our operating model and aligning it with our long-term strategy.

We are proud of the progress we've made, but we are even more focused on what comes next.

Because at Cornerstone, we believe progress isn't measured by what we say. It's measured by what we change.

And we're just getting started.

Janelle Piatkowski

Founder, President and CEO



Our Purpose

Every move we manage is more than logistics – it's a life transition.

At Cornerstone, we exist to make those transitions better — for our clients, their employees, and the communities they move into.

Sustainability is a natural extension of that responsibility.

It shapes how we partner with suppliers, how we design mobility programs, and how we support our people. It influences the decisions we make every day — large and small.

Because when you move people around the world, you have an opportunity, and an obligation, to do it better.

And that's exactly what we're building.



Our Sustainability Approach

At Cornerstone, sustainability is not a separate initiative — it is embedded in everything we do. Guided by the ten principles of the United Nations Global Compact and our annual EcoVadis assessment, we focus on four strategic pillars: **Governance & Ethics, Environmental Responsibility, People & Culture, and Responsible Supply Chain.**

This 2025 Impact Report highlights meaningful progress across all four pillars. By aligning our operations with these priorities, we continue to create lasting value for our clients, employees, suppliers, and the communities we serve.

From Initiative to Operating Model

2025 marked a shift. Sustainability is evolved from a collection of programs, now embedded in how we operate.

- We expanded sustainability across our global supply chain
- We aligned initiatives with our corporate strategy
- We increased measurement, accountability, and transparency
- We began integrating sustainability into client program design

This is not a finish line — it is a foundation.

A Breakthrough Year

Top 15% Globally
EcoVadis Silver Rating

1st UN Global Compact COP
Strengthening transparency and accountability

Discard & Donate
462K lbs weight reduction, 71.7 Metric Tons of CO₂ Avoided, 565+ Trees Saved / Planted

Supply Chain Survey
82% Supplier Engagement (up 16%)
32% Increase in Suppliers rated by EcoVadis

Sustainability Through our 5 Pillars

People First

Invest in our people through training, wellbeing programs, and opportunities to make an impact beyond the workplace.

Smart Solutions

Design mobility programs that reduce waste, improve efficiency, and leverage technology to minimize environmental impact.

Financial Stewardship

Align sustainability with cost efficiency — reducing shipment weight, optimizing operations, and delivering measurable value.

Agile Delivery

Strengthen supplier accountability, increase transparency, and adapt quickly to evolving sustainability expectations.

Global Foresight

Align with global frameworks like UNGC and EcoVadis to ensure we are building for the future.



EcoVadis

As part of our ongoing commitment to transparency and continuous improvement, Cornerstone undergoes an annual assessment through **EcoVadis**, the world's leading platform for evaluating corporate sustainability performance. EcoVadis assesses companies across four core themes: Environment, Labor & Human Rights, Sustainable Procurement, and Ethics. In addition, 21 sustainability criteria and more than 350 indicators are utilized in the evaluation of our program.

In August 2025, we were awarded a **Silver medal**, placing Cornerstone in the top 15% of all companies assessed globally. This represents a significant upgrade from our previous Bronze rating and reflects meaningful progress across every category.

Our overall score of 71/100 positions Cornerstone in the 87th percentile worldwide and in the top 9% of our peers.

Category Highlights

- Environment: **Top 18%**
- Labor & Human Rights: **Top 6%**
- Sustainable Procurement: **Top 3%**
- Ethics: **Top 10%**

This achievement validates the strength of our governance framework, supplier engagement programs, and environmental initiatives. It also reinforces our dedication to the principles of the United Nations Global Compact. We are proud of this milestone and remain committed to driving further improvement in the years ahead.

SILVER | Top 15%

ecovadis

Sustainability Rating

AUG 2025

2025 Progress: A High-Level Overview

Governance & Ethics

- Submitted our first United Nations Global Compact Communication on Progress (COP) report
- Attained EcoVadis Silver rating (up from Bronze), with improvements recorded in every assessed category
- Achieved 100% compliance in anti-corruption, anti-bribery, data protection, data privacy, and data security training for all employees
- Completed successful SSAE18 assessment, resulting in SOC 1 Type 2 report
- Continued quarterly publication of Sustainability Matters, our employee-led newsletter focused on sustainable living and awareness
- Launched Supplier Spotlight in our internal newsletter

Responsible Supply Chain

- Conducted our 2nd annual Supplier Sustainability Survey
- Survey participation improved 18% year-over-year
- Response rate reached 82% (16% increase year-over-year)
- 49% of supplier partners now hold an EcoVadis rating (up 32% YoY)
- 12% of supplier partners hold Gold ratings (up 100% YoY)
- 95% of suppliers maintain HR policies regarding labor and human rights
- Invited select suppliers to contribute to our client newsletter (Supplier Spotlights)
- Hosted two internal impact sessions with our Discard & Donate partner to share community metrics and best practices

2025 Progress: A High-Level Overview (cont.)

Environmental Responsibility

- Delivered record results through the Discard & Donate program: client count up 26%, 461,870 lbs of HHG weight removed (up 38%), 18,506 lbs of cardboard and paper saved (up 38%), 565 trees saved and/or planted (up 27%), 7,402 gallons of fuel saved (up 38%), and 71.7 metric tons of CO₂e impact avoided (up 35%)
- Completed laptop recycling project: 225 lbs of outdated equipment responsibly recycled
- Introduced and achieved 100% compliance with new sustainability training requirements
- Delivered Sustainability Journey seminars conducted by our Discard & Donate partner (training provided to our team and select client partners)
- Restructured client gift / promotional materials program to focus entirely on sustainably sourced / low-impact items and print practices
- Maintained ongoing paperless environment
- Established website emissions tracking (site optimization planned for 2026)

People & Culture

- Completed anti-discrimination and anti-harassment training for 100% of U.S.-based team members
- Maintained 100% accident-free workplace
- Actively participated in the Atlas BRIDGE program
- Continued to promote human rights and equal opportunities within our supplier network

Community Impact

- United Way Gifts of the Season drive: raised 150 items (double our company goal), with total gifts collected up 6% year-over-year
- Volunteer Time Off (VTO) program: 28% of employees utilized their VTO to volunteer in their communities, generating an estimated \$12,000 in direct community benefit
- Introduced company-wide Day of Giving events to sustain and broaden participation
- Ongoing promotion of volunteerism by team members in their local communities

Governance

Strong governance forms the foundation of everything we do at Cornerstone. In 2025 we reached **two major milestones**: we submitted our first United Nations Global Compact Communication on Progress and achieved an EcoVadis Silver rating, a marked jump from Bronze with improvements recorded in every assessed category.

Driving this progress is our **Corporate Sustainability Governance Committee**, established in 2022. Chaired by Lina Paskevicius, Director of Global Consulting, and Ryan Burger, Senior Director of Marketing Services; the committee is supported by Executive Sponsor Rick Ullrich (VP, Finance), the committee brings together leaders from across the organization to foster sustainability into our strategy and daily operations.

In 2025, the committee oversaw the successful submission of our first UNGC Communication on Progress, guided our EcoVadis assessment process, ensured 100% compliance with all ethics and compliance training programs, and continued to deliver regular updates to our Executive Team. The group also expanded supplier collaboration initiatives and maintained oversight of our employee-led Sustainability Matters newsletter, reinforcing a culture of accountability, transparency, and continuous improvement across the entire organization.



Rick Ullrich
Executive Sponsor
VP, Finance



Lina Paskevicius
Committee Co-Chair
Director, Global Consulting



Ryan Burger
Committee Co-Chair
Senior Director,
Marketing Services



Lisa Curto
Director, Global Supply Chain



Jeanette Oakeshott
Regional Director, Strategic
Global Accounts



Kevin Sheehan
Senior Director, Technical
Services



Zoe Reese
Mobility Associate

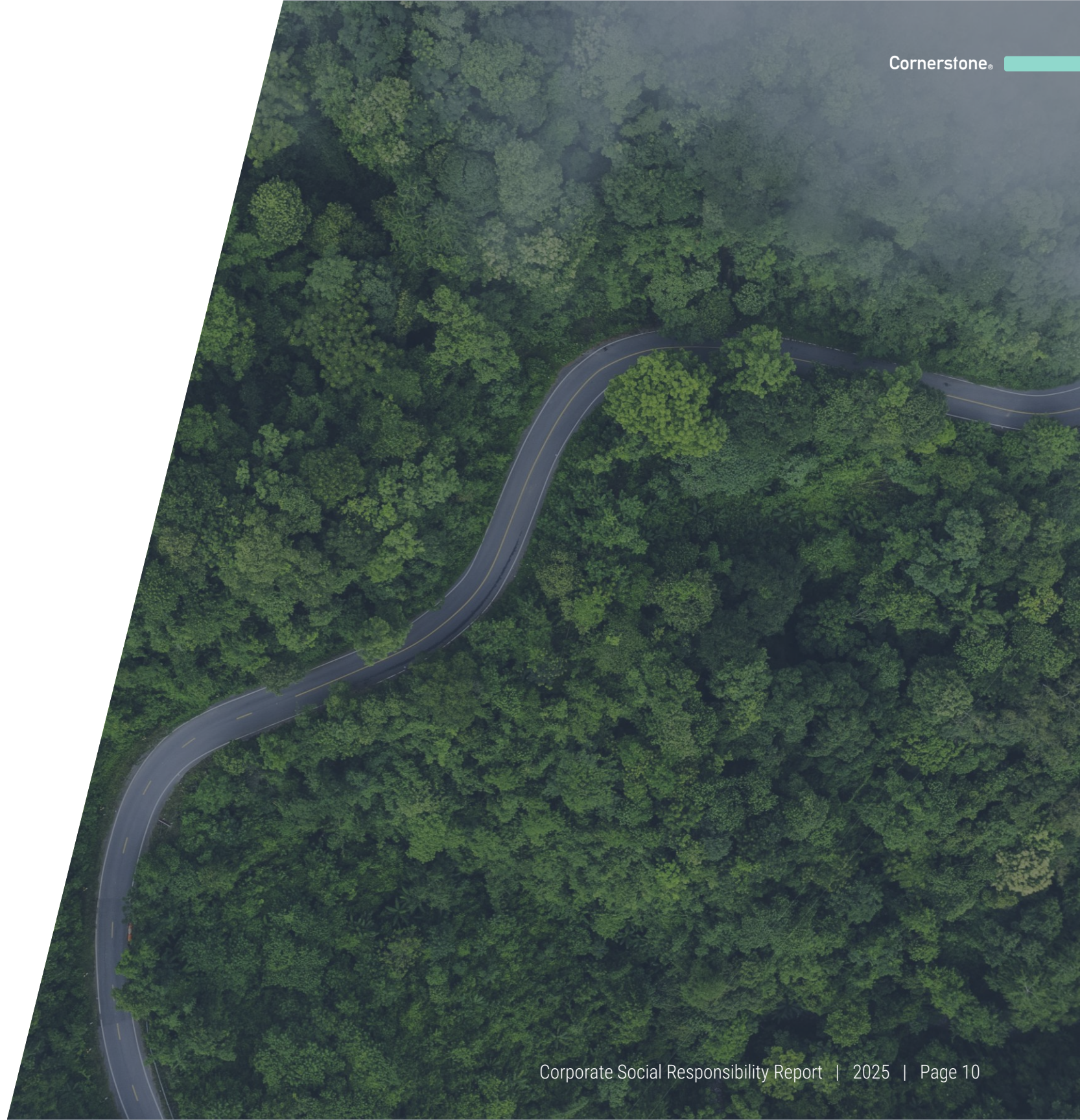
Responsible Supply Chain

Sustainable supply chain management is a core part of our operating model at Cornerstone. We apply the same quality standards and performance discipline to our supplier network that we bring to every mobility program — selecting partners based on results, expertise, and alignment with ethical and environmental criteria rather than ownership. This approach maintains quality, flexibility, and accountability while minimizing environmental and social impacts across the full mobility lifecycle.

As a member of the United Nations Global Compact, we align our practices with its Ten Principles on human rights, labor, environment, and anti-corruption. These standards are embedded in supplier selection, contract governance, ongoing oversight, and audit-ready reporting — delivering the transparency our clients expect.

The Outcome is Stronger Stewardship:

Better operational control, cost integrity, and consistent support for the people and communities involved in every relocation and assignment. It is how we show up responsibly, every time.

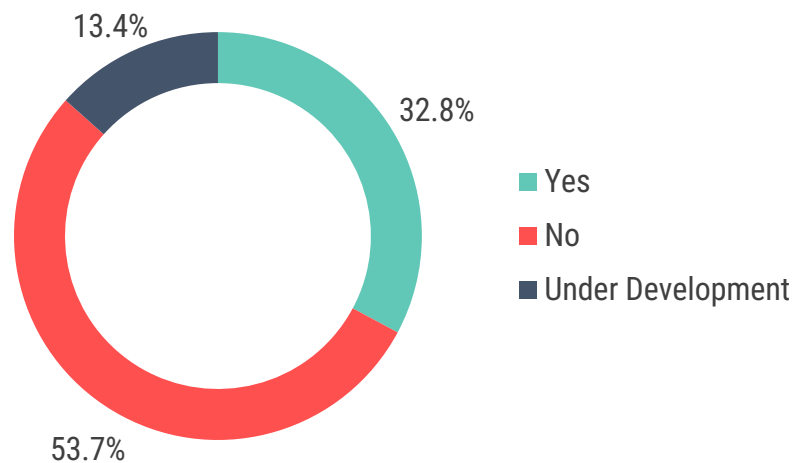


Annual Supply Chain Sustainability Survey

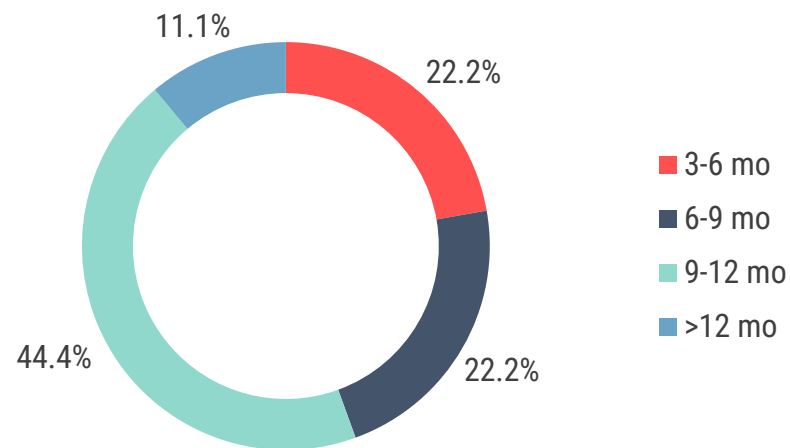
For the second year, we conducted our annual **Supplier Sustainability Survey**, achieving an 82% response rate — a 16% increase — and 18% higher overall participation.

This structured assessment, focused on responsible sourcing and ethical business practices, aligns directly with our membership in the United Nations Global Compact. The stronger engagement gives us clearer visibility into suppliers' sustainability practices, certifications, and commitments, enabling more targeted collaboration and continuous improvement across the supply chain.

Does your organization publish annual CSR reporting?



If under development, how soon will it be published?



Key Survey Improvements

69% increase
partners publishing CSR reports

52% increase
UNGC participation by partners

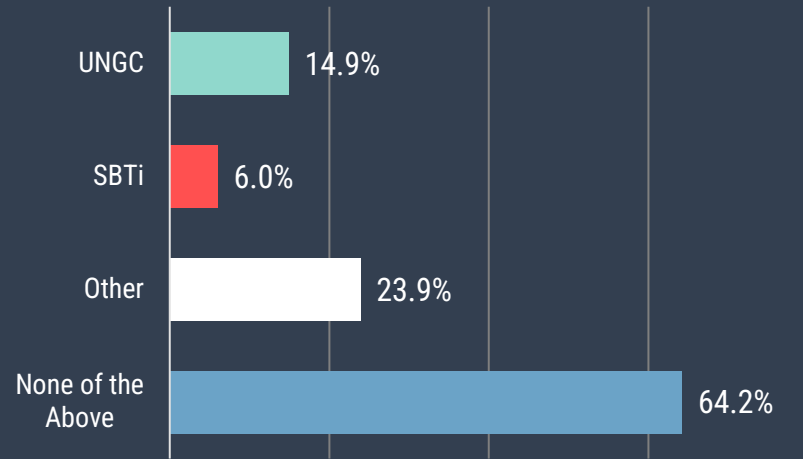
21% increase
sustainability certification of partners

52% increase
partners with **Gold** EcoVadis medals
12% increase in overall participation

10% increase
business ethics certifications by partners

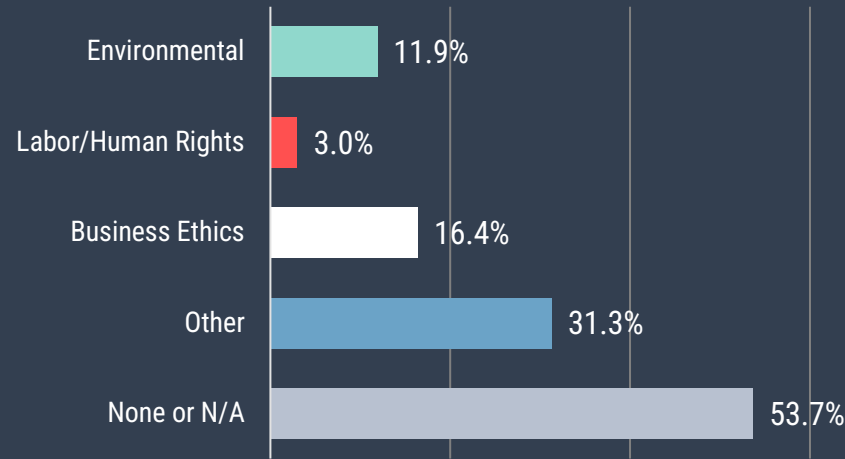
CSR Principles

Does your company formally or publicly adhere to any external CSR initiatives of sets of principles? Choose all that apply.



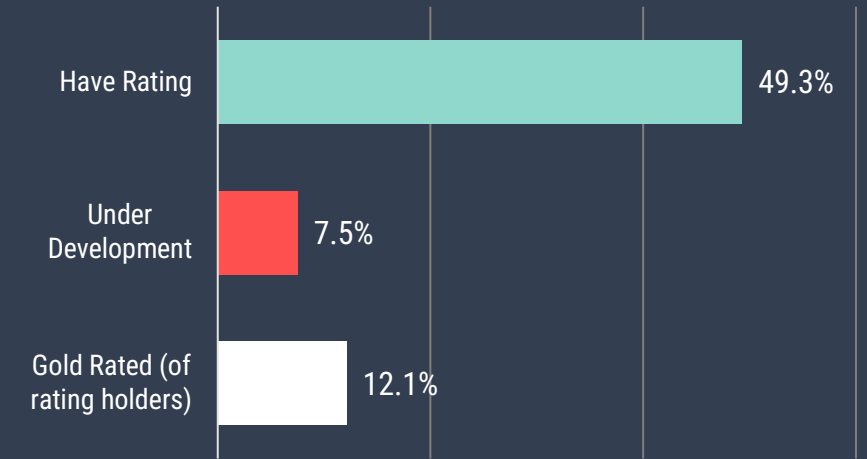
Certifications

Has your company obtained any of the following certifications? Choose all that apply.



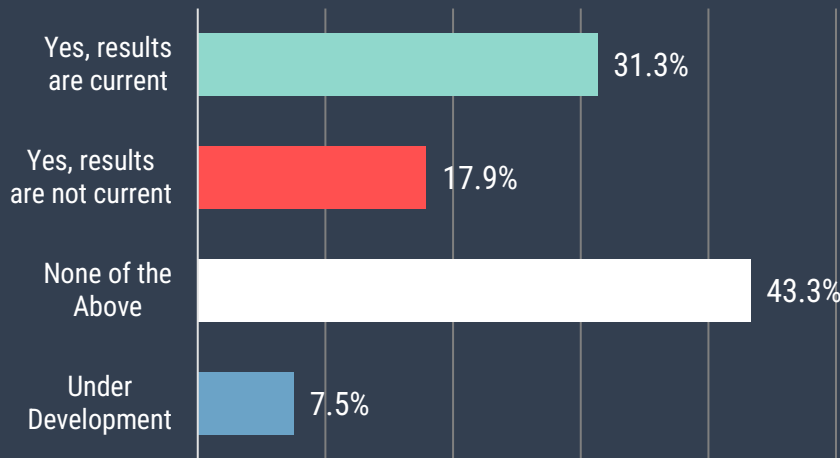
EcoVadis

Supply Chain Rating Breakdown where EcoVadis assessment was performed.



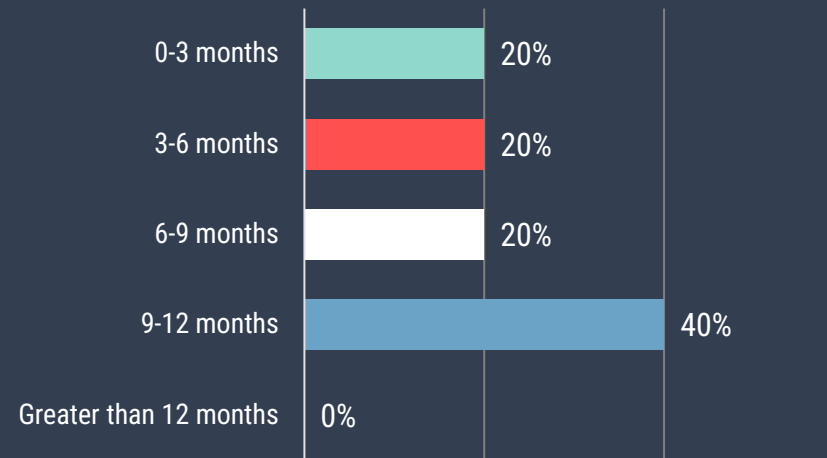
Formal Evaluations

Has your company been evaluated on all/part of its ESG program (e.g. EcoVadis, Sustainalytics, Sedex, Planet Mark or similar)?



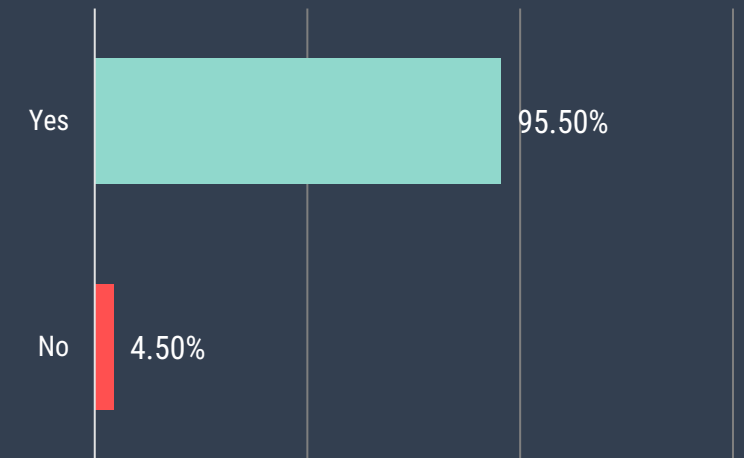
Evaluation Development

If your assessment/evaluation is under development, how soon will your program be ready to be evaluated?



Labor Policies

Does your company have Human Resources policies regarding labor practices and/or human rights?



Environmental Responsibility

We continued to reduce our environmental footprint through disciplined, measurable actions that deliver meaningful value for our clients, our people, and the planet.

A cornerstone of this effort is our Discard & Donate program. It supports relocating employees by responsibly decluttering before their move — donating usable items to local charities and diverting waste from landfills. Removing “dead weight” from shipments lowers moving costs while reducing fuel consumption and emissions. In 2025, participation grew 26%, reaching more clients than ever and delivering our strongest environmental outcomes to date.

In addition to these results, we achieved 100% employee completion of newly introduced sustainability training organization-wide. Our Discard & Donate partners delivered targeted Sustainability Journey seminars to our team and select clients. We

restructured marketing and promotional materials to focus exclusively on sustainably sourced, low-impact items; maintained our paperless office; established website emissions tracking (optimization planned for 2026); and recycled 225 lbs of outdated laptop equipment.

Over the past three years, we reduced our physical office presence by terminating our Texas lease, downsizing New Jersey space, and shifting teams to fully remote or hybrid work. This materially lowered our operational footprint by cutting energy demands for lighting, heating, cooling, equipment, and indirect emissions from commuting and maintenance.

Together, these initiatives reflect our commitment to lighter, more responsible mobility: reducing environmental impact while creating positive change for the communities we serve.

Key Improvements

26% increase

in client participation in the Discard & Donate program

38% increase

in total HHG shipment weight reduction (461,870 lbs.)

18,506+ lbs.

of cardboard and packaging materials saved due to shipment size reductions

7,402 gallons

of fuel saved, a 38.1% increase in savings

71.7 tons of CO₂e

emissions avoided in our HHG management program

People, Culture, and Community Impact

Our people are at the heart of Cornerstone’s success. In 2025, we achieved 100% completion of anti-discrimination and anti-harassment training for all U.S.-based team members and maintained a perfect accident-free workplace record.

Through the **Atlas BRIDGE** program, employees supported a range of awareness and community initiatives. This included participation in the 2025 Pride Parade with more than 70 team members and family members, observance of eight key awareness months, and a Hygiene Donation Drive for the Boys and Girls Club. We continue to advance human rights and equal opportunities both internally and across our supplier network.

Giving back to the communities where we live and work remains a core value. Our annual United Way Gifts of the Season drive delivered strong results, doubling our goal, with total gifts collected increasing 6% year-over-year.

Our Volunteer Time Off (VTO) program continued to build momentum. Following record growth in 2024, 28% of employees utilized their VTO in 2025, generating an estimated \$12,000 in direct community benefit. We also introduced company-wide Day of Giving events to sustain engagement and broaden participation.

Supporting Our Local Communities

Our employees directly support and volunteer in their local communities, including a range of deserving groups:

- Rotary Club International
- Girl Scouts of America
- Atry Mill Nature Preserve
- Forest Preserve District of DuPage County
- Toys for Tots Foundation
- Move for Hunger
- Meals on Wheels
- Charlotte-Mecklenburg Animal Shelter’s Daycation
- New Jersey Militia Heard’s Brigade



Cornerstone Cares

In addition to our employees' support of a range of deserving organizations, Cornerstone provides support to the following:

Move For Hunger:

In 2025, Cornerstone deepened its commitment to addressing food insecurity through continued support of **Move For Hunger**, a nonprofit that partners with relocation and household goods transportation companies to recover surplus food and deliver it to local food banks.

Our contribution supported the organization's operational mission and reflected a disciplined approach to community investment — focused on practical partnerships, responsible stewardship, and measurable local impact. As part of our broader social responsibility strategy, we continue to evaluate opportunities to build durable relationships that align with our values and the communities we serve.

United Way:

In 2025, Cornerstone team members participated globally in the **United Way Gifts of the Season** program, exceeding our participation goal by more than 200%. Through a streamlined online experience, both in-office and remote employees were able to contribute easily during the season of giving, reinforcing an inclusive and accessible approach for all team members.

Collectively, our team donated 150 items with total donations increasing 6% year over year. This effort reflected strong employee momentum and a shared commitment to supporting local communities in practical, measurable ways.

2026 Sustainability Program Goals

Governance & Ethics

- Continuing company-wide sustainability training for all employees to deepen understanding of meaningful environmental impact
- Maintain ongoing supplier audits as a core governance practice
- Review opportunities to strengthen our EcoVadis sustainability rating
- Provide sustainability training for all employees to help gain insight on ways we can impact the environment in a meaningful way

Responsible Supply Chain

- Deepen joint initiatives and policy evaluations with key suppliers
- Conduct the third annual Supplier Sustainability Survey to track progress in environmental and social practices, identify improvement areas, and surface emerging risks and opportunities

People & Culture

- Broaden Atlas BRIDGE engagement and awareness initiatives
- Encourage employees to integrate sustainable practices into their work and personal lives through company-wide events and recognition

Environmental Responsibility

- Complete website optimization to further reduce carbon emissions
- Expand the impact of our Discard & Donate program through targeted client promotion and additional internal training
- Decrease use of printed presentation materials by 20%
- Explore and establish a baseline for business travel emissions by implementing recurring travel tracking and CO₂e measurement

Community Impact

- Drive higher Volunteer Time Off (VTO) participation with structured Earth Day activities and related engagements
- Increase overall volunteer participation and community giving
- Strengthen reporting by tracking the number of local organizations supported each year
- Launch a focused sustainability initiative in conjunction with Earth Month, tracking everyday actions such as no-drive days, limiting deliveries, and supporting local businesses



Appendix: SDG Alignment Index

The United Nations Sustainable Development Goals

(SDGs) provide a global framework of 17 interconnected objectives aimed at addressing the world’s most pressing challenges by 2030 — from climate action and responsible consumption to decent work and strong institutions.

In 2024, Cornerstone joined the United Nations Global Compact (UNGC). As a signatory, we committed to aligning our operations with the UNGC’s ten principles on human rights, labor, environment, and anti-corruption. In 2025, we submitted our first Communication on Progress (COP) report.

This index illustrates how our 2025 initiatives and programs contribute to these goals, demonstrating our ongoing commitment to responsible and transparent business practices.

SDG	Goal	How Cornerstone Contributed in 2025
1	No Poverty	Supported local food pantries and charities through our Discard & Donate program and United Way Gifts of the Season (150 items donated)
2	Zero Hunger	Diverted 461,870 lbs of household goods to community organizations and food banks via Discard & Donate
3	Good Health and Well-being	Maintained 100% accident-free workplace; supported Mental Health Awareness, Movember, and Suicide Prevention Month through Atlas BRIDGE; Hygiene Donation Drive for Boys & Girls Club. Built on our comprehensive employee benefits package (provided through Atlas World Group), which includes medical, dental, and vision coverage, mental health support, an Employee Assistance Program (EAP), wellness programs, health coaching, and telehealth services to promote overall physical and mental well-being for employees and their families.
4	Quality Education	Delivered 100% sustainability training to all employees and Sustainability Journey seminars with supplier partners
5	Gender Equality	Promoted equal opportunities through anti-discrimination training (100% completion), maintenance of non-discrimination in hiring/workplace policies, and Atlas BRIDGE observances (e.g., International Women’s Day)
6	Clean Water and Sanitation	Supported via environmental initiatives that reduce resource consumption (paperless operations, waste diversion, green marketing materials)
7	Affordable and Clean Energy	Reduced fuel consumption by 7,402 gallons through lighter shipments in the Discard & Donate program
8	Decent Work and Economic Growth	100% compliance with ethics, anti-corruption, and human rights training; strong governance and supplier labor policy evaluations



Appendix: SDG Alignment Index (cont.)

SDG	Goal	How Cornerstone Contributed in 2025
9	Industry, Innovation and Infrastructure	Established website emissions tracking and planned site optimization; restructured promotional materials for sustainability
10	Reduced Inequalities	Promoted equal opportunities and human rights across our workforce and supplier network
11	Sustainable Cities and Communities	Supported local communities through VTO (\$12,000 impact), Day of Giving events, and community events
12	Responsible Consumption and Production	Core focus: Discard & Donate program (565 trees saved, 71.7 metric tons of CO2e avoided); 225 lbs electronics recycled; sustainable procurement and promotional materials
13	Climate Action	Avoided 71.7 metric tons CO2e through Discard & Donate; ongoing website emissions tracking
14	Life Below Water	Supported through reduced plastic/paper waste and lower transportation emissions
15	Life on Land	565 trees saved and/or planted through Discard & Donate program, organized community clean-ups through volunteer program
16	Peace, Justice and Strong Institutions	First UNGC Communication on Progress submitted; EcoVadis Silver achieved; 100% anti-corruption/anti-trust and data security training
17	Partnerships for the Goals	Active UN Global Compact participant; deepened collaboration with Discard & Donate provider and other suppliers; Supplier Sustainability Spotlights and impact/learning sessions





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