


ARMADA SUNSET
HOLDINGS

2024
Corporate
Responsibility
Report

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A Message from our Executive Chairman

Welcome to the inaugural Armada Sunset Holdings (ASH) Corporate Responsibility Report. This year marks the beginning of our renewed commitment to Corporate Responsibility, building on nearly five decades of accountability and leadership, and fostering a people-first culture.

We are building upon nearly five decades of corporate responsibility which highlights our dedication to making a positive impact on people, places and the planet.

We are excited to continue this journey by developing programs, practices, and behaviors that enable us to lead by example while delivering exceptional performance for our clients competing in global marketplaces.

Our family of companies—Armada, Sunset Transportation, and ATEC Logistics—share a legacy of success that makes us stronger together. At ASH, we believe our continued success is closely tied to a culture of diversity, equity, and inclusion, a positive impact in our communities, and the health of our planet.

As we launch this report, we are inspired by the potential of what we can achieve together. We are committed to driving positive change and creating long-term value for all our stakeholders. We will continue to innovate, collaborate, and lead by example in our industry. We invite all stakeholders to join us on this journey, as we work to make a meaningful difference in every workplace, community and environment that we serve.

Thank you for your continued support and trust in Armada Sunset Holdings. Together, we can build a world that we all can be proud of for future generations.

A handwritten signature in black ink, appearing to read "J Burke". The signature is fluid and cursive.

John Burke
Executive Chairman,
Armada Sunset Holdings



ARMADA SUNSET HOLDINGS

Who We Are

At ASH, we proudly lead a group of three distinguished operating companies.

They are integral in our collective mission, leveraging unique strengths and capabilities that place us at the forefront of the logistics and supply chain management industries.

ASH plays a crucial role in shaping the corporate responsibility framework that guides our operating companies to align with our goals of inclusion, community engagement and sustainable business practices, thus promoting a unified pursuit of our objectives.



Armada specializes in providing technology-backed supply chain solutions within the Foodservice and Hospitality industries. They are dedicated to designing, executing, and orchestrating supply chains, delivering scalable, world-class services that give every client a competitive edge.



Sunset Transportation is a leading third-party logistics provider with family roots, global reach, and best-in-class customer service. With eight branch offices in the U.S. and Mexico, Sunset offers a wide variety of transportation and logistics services, advanced TMS solutions, and shipment reliability.



ATEC offers global supply chain services that meet the challenges of borders, currency exchange, and country regulations. ATEC has the worldwide reach and experience to get products exactly where and when you need them.





Corporate Responsibility Mission Statement

Armada Sunset Holdings is dedicated to making a positive impact on people, places, and the planet.

Our unwavering commitment to diversity, equity, and inclusion, along with our focus on social accountability and environmental stewardship, empowers us to revolutionize the supply chain industry.

Through our innovative, technology-driven solutions, exceptional services, and expansive global presence, we continue to set new standards and drive progress.

Corporate Responsibility Pillars

These pillars embody our commitment to inclusive, responsible and sustainable growth.



Diversity, Equity and Inclusion

Creating inclusive work environments that harness the power of our unique perspectives



Social Accountability

Putting our values into action to positively impact our local communities



Environmental Stewardship

Doing our part to ensure a better planet for future generations



OUR COMMITMENT TO

Diversity, Equity and Inclusion

Armada Sunset Holdings is committed to a culture of diversity, equity and inclusion. We recognize that the power of our unique perspectives, working together, drives us to excel in meeting the needs of our clients and employees while positively impacting our partners and local communities.





OUR COMMITMENT TO

Diversity, Equity and Inclusion

Recognizing the importance of diverse perspectives in fostering innovation and achieving business success, we are committed to promoting diversity throughout our organization. Our initiatives encompass creating a more inclusive workplace, expanding our supplier networks, forming alliances with diverse professional organizations, and authentically engaging with our employees to uncover perspectives, interests, and opportunities for growth.

For a more inclusive workplace, we are focused on enhancing gender diversity and racial diversity for underrepresented groups*. We are expanding our candidate pools by measuring diverse candidate slates at leadership, management and professional and staff levels. Additionally, we are monitoring our progress in increasing gender and racial diversity across these levels.



For our supplier networks, we are expanding our network of diverse carriers, which underscores our commitment to enhancing diversity within our supply chain. Additionally, we are focused on partnering with diverse supplier

organizations such as the National Minority Supplier Development Council (NMSDC) and the Eastern Minority Supplier Development Council (EMSDC).

To help ensure a more inclusive culture, we are expanding our learning and development programs to include modules such as cultural competence and unconscious bias, allowing our employees to gain awareness and perspective as they collaborate in our diverse environments.

ARMADA SUNSET HOLDINGS

We are committed to focus on and measure the following impact areas:



INCREASE GENDER AND RACIAL DIVERSITY:

- DIVERSE CANDIDATE SLATES
- AWARENESS TRAINING
- MENTORING CULTURE



INVEST IN COMPANIES COMMITTED TO BLACK AND DIVERSE STARTUP FOUNDERS



INCREASE IN DIVERSE CARRIER SUPPLIERS FROM 2023 TO 2024



LEARNING AND DEVELOPMENT PROGRAMS ARE EXPANDING TO INCLUDE MODULES SUCH AS CULTURAL COMPETENCE AND UNCONSCIOUS BIAS

*For ASH reporting purposes, underrepresented groups include employees who identify as Black, Asian, Hispanic or Latino, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander, or two or more races.



OUR COMMITMENT TO

Social Accountability

Armada Sunset Holdings is committed to positively impacting our local communities by focusing on our cause, Food Insecurity for Children and Families.





OUR COMMITMENT TO

Social Accountability



We engage in a range of philanthropic and community service efforts. Our initiatives include corporate and in-kind donations to national and local organizations.

We foster a culture of giving back by supporting our employees who participate in community service and volunteer efforts. Our goal is to ensure that our contributions positively impact the communities in which we operate.

Our goal for corporate philanthropy is to donate in excess of one percent of our pretax earnings to charitable organizations annually, which we are proud to have been doing for many years.

Furthermore, we encourage and support our employees' volunteer activities and aim to expand these efforts as we enhance our dedication to positively impacting the communities where we operate.

WE PROUDLY SUPPORT THE FOLLOWING ORGANIZATIONS:



Panda Cares
FOUNDATION



OUR COMMITMENT TO

Environmental Stewardship

Armada Sunset Holdings is committed to ensuring that environmental stewardship is reflected across our operations by reducing our carbon footprint, minimizing waste sent to the landfill, and improving building energy efficiency.





OUR COMMITMENT TO

Environmental Stewardship

Our initiatives include setting Science Based Targets for greenhouse gas emissions for which we report our progress through the Carbon Disclosure Project.



We also participate in the U.S. EPA's SmartWay program as a Logistics Partner, where we have been a SmartWay Excellence Award winner for multiple years.



In 2023, over 70% of ASH operating companies shipments were hauled by a SmartWay Carrier.



Additionally, we are proactively enhancing warehouse environmental stewardship through ongoing ISO 14001 certification for Environmental Management Systems, while committing to zero waste goals for landfill and renewable energy.



OUR ENVIRONMENTAL STEWARDSHIP COMMITMENTS AND ACCOMPLISHMENTS

GREENHOUSE GAS (GHG) EMISSIONS



WE ARE COMMITTED TO ACHIEVING NET ZERO GHG EMISSIONS ACROSS OUR ENTIRE VALUE CHAIN BY 2050



WE PLEDGE TO REDUCE OUR SCOPE 1 AND 2 GHG EMISSIONS BY 50% BY 2030

WAREHOUSE OPERATIONS



WE HAVE REACHED ZERO WASTE-TO-LANDFILL

WE USE RECHARGEABLE EQUIPMENT BATTERIES



WE ARE USING ENERGY-EFFICIENT LED LIGHTING

OUR FACILITIES ARE POWERED BY RENEWABLE ENERGY



Doing Good: Our Journey to a Better Future

Reflecting on our inaugural Corporate Responsibility Report, we are filled with optimism and determination for the future.

As we move forward on our journey of corporate responsibility, it's clear that each step we take is deeply rooted in our commitment to doing good. From fostering long-term sustainability and growth to strengthening our brand and reputation, we recognize that being a good employer and a good neighbor isn't just about business—it's about building a better world.

Our competitive advantage lies in this very commitment, setting us apart as we work together with employees, clients, suppliers, and partners who share our vision. Moreover, by engaging our employees in meaningful volunteerism, we not only enhance their job satisfaction but also amplify our impact on the community.

Together, all these efforts encapsulate our mission to make a meaningful difference, proving that when a business commits to doing good, everyone benefits.



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