



progress • IN MOTION

An aerial photograph of a city street intersection. On the left, a tall, modern building with a glass facade and a blue-tinted skybridge. On the right, another tall building with a similar design. In the center, a white truck with a blue logo is driving. The street is paved with asphalt and has yellow lane markings. There are some trees and greenery on the right side of the street.

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From Our CEO

At Hilldrup, we've always been more than a company that moves people, organizations, and commerce - we're a company that moves progress forward. Mile by mile, move after move, we strive to make a positive difference in the lives of our customers, our communities, and our employees every day.

When my grandfather purchased Hilldrup - a small moving and storage company founded in Fredericksburg, Virginia - from Mr. R.G. Hilldrup in 1940, he laid the foundation for what would become a legacy of forward-thinking leadership. Since then, our focus has remained clear: how can we make our services smarter, our reach wider, and our impact stronger?

This inaugural ESG Report is both a reflection of that legacy and a look ahead at the future we're working to shape. Rooted in our longstanding commitment to corporate social responsibility, this report outlines the progress we're making across the environmental, social, and governance pillars that are essential to a sustainable future. As a transportation and mobility company, we recognize the environmental footprint of our industry and the responsibility we have to reduce it. Yes, we need trucks, fuel, and materials to do our work. But how we use these tools to drive meaningful, lasting change is what truly sets us apart.

Through our ESG initiatives, we're building cleaner, stronger, and more resilient communities, and we're just getting started.

For over 120 years, our ability to evolve has kept us moving forward. With every shipment, service, and solution, Hilldrup continues to put progress in motion.

Let's keep going, together.



Charles W. McDaniel

President and Chief Executive Officer



Defining ESG at Hilddrup

About this ESG Report

We’re proud to share Hilddrup’s inaugural ESG Report, highlighting our achievements and progress across the strategies, objectives, and initiatives that define our commitment to Environmental, Social, and Governance (ESG) priorities. As an industry leader, global service provider, and trusted local partner, Hilddrup’s ESG efforts are deeply rooted in our Mission, Vision, and Values.

This report focuses on the ESG topics most material to our business and stakeholders —including climate impact, employee well-being, community engagement, and ethical business practices. Where possible, data has been gathered from internal systems and reviewed by cross-functional teams to ensure accuracy and transparency. This inaugural report sets the foundation for future reporting cycles and the continued integration of ESG principles into our operations.

It covers Hilddrup’s ESG performance and progress across our 10 major metro markets throughout the Southeastern and Mid-Atlantic United States during the 2024 fiscal year (January 1 – December 31, 2024).

We view this report not only as a reflection of what we’ve accomplished, but as a commitment to continuous improvement and accountability — driving us toward a more sustainable, inclusive future for our company, our people, and the communities we serve.



Environment
Our Planet



Social
Our People



Governance
Our Policies

About Hilddrup

Established in 1903, Hilddrup is a family-owned company providing services in residential moving and storage, employee mobility, logistics, and workplace solutions. Headquartered in Stafford, Virginia, we operate facilities across Virginia, Maryland, North Carolina, South Carolina, Georgia, and Florida. Today, Hilddrup is one of the most recognized and respected names in the industries we serve.

With four distinct lines of business, Hilddrup keeps our customers’ world in motion:



Residential Moving
Supports individuals and families through every stage of their relocation.



Logistics supports
Global freight movement, specialty warehousing, new location openings, and final mile delivery for retailers.



Employee Mobility
Helps organizations relocate employees as they take on new opportunities.



Workplace Solutions
Enables companies to adapt and optimize their facilities based on evolving business needs.

We’re proud to serve a wide range of clients, including Fortune 500 companies, federal government agencies, the U.S. military, universities, hospitals, and hotels.



Environmental

Hilldrup's commitment to environmental sustainability is rooted in our 122-year legacy of caring for the communities we call home. With a global reach that delivers shipments across roadways and oceans, our teams are constantly reminded of the beauty and fragility of the world we serve. That perspective drives our responsibility to protect natural resources and to lead by example within our industry.

As an ISO **14001 Environmental Management System-certified company**, Hilldrup has taken deliberate steps to ensure our operations support our customers while minimizing our environmental footprint. From implementing **virtual video surveys** that reduce paper use and vehicle emissions, to maintaining a **modern, fuel-efficient fleet**, we recognize that small operational improvements add up to meaningful environmental impact.

Our **dedicated on-site Recycling Center** at our Stafford, VA headquarters and our **CARB-compliant trucks** operating coast to coast further demonstrate our focus on environmental stewardship. Wherever you see the Hilldrup name, our commitment to sustainability and conservation travels with it.



While we depend on natural resources to keep us in motion, every step that we take towards a greener world has a lasting impact.

Hilldrup's Environmental Policy

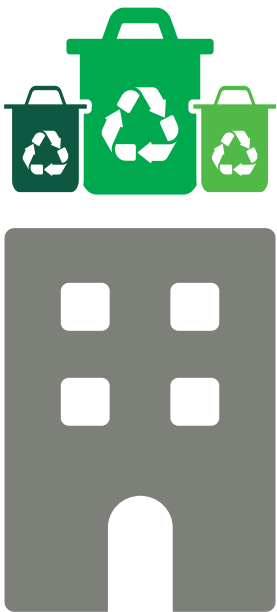
Our policy aims to demonstrate our vision to be the best and recognizes that caring for the environment is integral to that goal.

- To be environmentally responsible and to use processes that do not adversely affect the environment while seeking to improve operations, minimize waste and prevent air, water and other pollution.
- To conserve natural resources by reducing, reusing and recycling materials and supplies.
- To ensure the responsible use of energy in all operations.
- To meet all applicable federal, state and local governmental environmental regulations.



Recycling Across Our Footprint by Tons

Atlanta	166
Capitol Heights	42
Charlotte	106.5
Dulles	37
Forestville	16
Greenville	22.5
Orlando	70
Raleigh	43.8
Richmond	67
Stafford	235



**805.8 tons
TOTAL**

Of recycling in 2024
across 10 locations



2024 Stats from Adopt-A-Highway



Located just before Exit 143 on Interstate 95 North, as drivers approach Garrisonville Road, Hilldrup’s Adopt-A-Highway signage stands proudly. Our sponsorship pays for litter removal along this 1-mile stretch of interstate that sees 150,000 motorists pass daily.



20 MILES CLEANED

54 BAGS OF LITTER COLLECTED

572 POUNDS OF LITTER REMOVED FROM THE HIGHWAYS

Adopt-A-Highway Program

Hilldrup is pleased to be a sponsor of the Adopt-A-Highway program in an effort to keep our community’s roadways clean and safe for the 150,000 vehicles that pass through the stretch of highway we’ve adopted.

The Adopt-A-Highway Maintenance Corporation allows for a unique opportunity to market businesses while giving back to the community. The sponsorship fee, paid by companies like Hilldrup who participate in the program, offsets the expense of litter removal for stretches of major interstates that are sponsored. Hilldrup’s sponsored stretch of highway is approximately 1-mile in length and is cleaned twice a month to keep this area clean and safe for motorists.



Environmental Stats

43

Hilldrup has 43 CARB compliant trucks — 14% of power units are CARB compliant

Vehicles meeting the stringent emission standards set by the California Air Resources Board (CARB) designed to reduce air pollution and protect public health.

3-8

Hilldrup's average age of our fleet is between 3-8 years old.

According to a 2023 survey by NTEA (The Association for the Work Truck Industry), 29% of fleet operators reported that the average age of their trucks exceeds 10 years, with many being retained past their typical replacement window.



Energy star compliant technology

In 2024, we purchased the following IT devices that are Energy Star Compliant:

Laptop or Mini Computers

78

Monitors

19



34,978 meals

Move For Hunger is a national non-profit organization that mobilizes transportation networks to deliver surplus food to communities in need.



- Hilldrup was named Move for Hunger's **2024 Mover of the Year**
- In 2024, we transported **41,973 pounds of food**, which is enough to provide **34,978 meals**
- By diverting food that would have gone to landfills, over **23 tons of CO₂-equivalent** emissions are avoided—the same as taking 6 passenger vehicles off the road for a year.

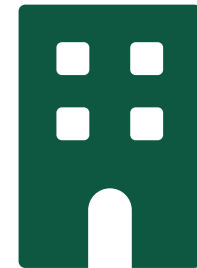




“Hilldrup is committed to minimizing our environmental footprint and advancing sustainable business practices across our operations. To support this commitment, we’ve established a cross-functional team focused on developing a comprehensive sustainability policy, conducting a formal risk assessment, and setting measurable emissions-reduction targets — all to be finalized by the end of 2025.” – Justin Moyer, Vice President, Risk Management and Compliance



40%
Of Our Branches
Have Motion
Sensor Lighting
Our goal is to have
100% implementation



On-Site Recycle Centers

Stafford
has an on-site Recycling Center

Orlando
has two 40-yard compactors for
cardboard, sending that to be
recycled vs. going to a landfill



Crates Used for Workplace Solutions Projects

Number of Crates Used in
Total during 2024:

43,200



Electric Forklifts

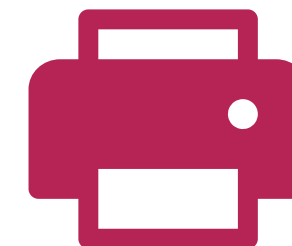
70% Atlanta of fleet is electric	20% Charlotte of fleet is electric	25% Greenville of fleet is electric
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55% Orlando of fleet is electric	30% Raleigh of fleet is electric	40% Richmond of fleet is electric
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Decommissioning

Decommissioning refers to **the process of safely and efficiently shutting down, removing, or repurposing a workspace** or its assets to include things like furniture, equipment, IT assets and appliances.

1,728,000 lbs.
of disposal diverted from landfills.





Social

At Hilldrup, we believe that being a great company means going beyond exceptional service - it means being a responsible, engaged, and compassionate community partner. In 2024, we deepened this commitment with the launch of **Moved to Action**, our company-wide community engagement program focused on three essential pillars: health, hunger, and housing. These fundamental needs form the backbone of thriving communities, and through intentional partnerships with local nonprofits across each of our metro markets, we're turning purpose into tangible impact.

In addition to hands-on volunteerism, Hilldrup contributed more than **\$54,000 in charitable donations**, nearly **\$28,000 in in-kind services**, and **138 volunteer hours** in 2024, reinforcing our belief that giving time, talent, and resources creates a ripple effect of lasting change.

Our commitment to social impact also begins at home—with how we support those who serve our customers. We're proud to offer a competitive benefits and compensation package, including up to **\$5,000 per year in tuition and certification reimbursement**, a **dedicated driver's lounge**, and a **mother's room** to support new parents. In 2024, our team completed **1,474 training courses**, totaling **285 hours** of professional development. Our people-first culture has earned us **"Best Place to Work" recognition in several of our major markets**, a reflection of the respect, opportunity, and support that define the Hilldrup experience.

From the frontlines to our corporate offices, we're committed to fostering a workplace where every employee feels **valued, empowered, and inspired to make a difference**.

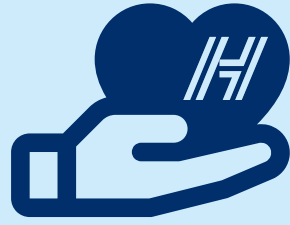
Moved To Action: Launching Our New Community Engagement Program

Just as we continuously seek ways to better serve our customers, we're equally committed to ensuring our community engagement efforts deliver the greatest possible impact, especially in the areas of greatest need. In 2024, we were proud to elevate our service efforts with the launch of **Moved to Action**, Hilldrup's company-wide community engagement program.

Hilldrup has long prioritized giving back to the communities where we live and work. With Moved to Action, we've sharpened that focus to address three critical areas: **health, hunger, and housing**—the building blocks of strong families and thriving communities. By staying local and leading with purpose, we're turning intention into tangible, lasting change.

As the program's name suggests, action is at its core. Action leads to impact —and impact brings us closer to achieving real, measurable progress. Whether it's improving children's health, combating food insecurity, eliminating homelessness, or supporting mental wellness, Hilldrup employees across all branches are proud to support local organizations making a difference.





Here's How
Our Teams
Are Getting
Involved:

- **Stafford:**
 - The Community Foundation of the Rappahannock River Region
 - Stafford County Public Schools
 - Stafford Hospital Foundation
- **Richmond:**
 - Children's Hospital of Richmond at VCU
- **Forestville, Dulles & Capitol Heights:**
 - Toys for Tots
- **Raleigh:**
 - Raleigh Realtor Giving Network
- **Charlotte:**
 - Charlotte Thanksgiving Turkey Trot
 - Charlotte Heart Ball
- **Greenville:**
 - Habitat for Humanity
- **Atlanta:**
 - Hope Thru Soap
 - The Pantry at Hamilton Mill
 - Samaritan's Purse
- **Orlando:**
 - Ronald McDonald House Charities through Nemours Children's Hospital

Philanthropic Giving

Whether we're donating our time, resources or money, giving back in any way that we can has an impact on the people we serve, the communities we touch and the legacy that we're building.

Top three nonprofits donated to in 2024:



THE
CHRIS LONG
FOUNDATION



Sum of all cash contributions paid to charitable organizations, company wide, in 2024:

\$54,134



Sum of employee volunteer hours donated to charitable organizations, company wide, in 2024:

138



In-kind contributions, company wide in 2024:

\$27,800



Major Sponsorships

International

The Chris Long Foundation – mobilize ambassadors, service providers, and experts to help communities access clean water, address basic needs for youth and families, and inspire others to make an impact at home and abroad.

National

Operation Healing Forces – committed to addressing the unique demands and challenges placed on members of our Special Operations Forces (SOF) and their families.

Local

Servants At Work – We provided our annual \$3K sponsorship of SAWs (through our fund at the Community Foundation).



Training and Development



1,474

Training courses
Team Hilldrup
completed



Truckers Against Trafficking

105 Team members
certified in 2024



Goal is 100% completion
of entire organization by
end of 2025

\$5,000

Annually Per
Employee

Tuition and Certification Reimbursement

Covers graduate or undergraduate classes as well as for professional exams, CDL Training School, certificate programs and credentials, workshops, seminars, conferences, memberships in professional organizations and subscriptions.



“At our core, we believe in supporting people. Giving back allows all of us at Hilldrup to connect with and strengthen our communities while creating opportunities for those who need them most. It’s not just a responsibility, it’s a reflection of the values we want to live out every day.” – Jordan McDaniel Hinkebein, Sr. Director, Internal Communications and Special Projects





Governance

At Hilldrup, governance is more than a requirement—it’s a reflection of our commitment to integrity, excellence, and trust. It’s essential not only to our internal operations but also to the confidence placed in us by our customers, agents, and partners. As the only FIDI affiliate in the U.S. with **all office locations FAIM-certified** through regular audits conducted by Ernst & Young, we set ourselves apart by consistently meeting the highest global standards. Supporting sensitive moves for the U.S. military, federal agencies, and corporate partners demands a structured, auditable system of quality and compliance —something Hilldrup proudly delivers through our **ISO 9001 Quality Management Certification**.

Governance at Hilldrup includes a robust framework of policies and practices, from **strict alcohol and drug policies to OSHA compliance, mandatory background checks, comprehensive safety training, and cybersecurity education** for all employees. We investigate all accidents and near-misses to ensure lessons are learned and risks are mitigated. These measures are not just boxes to check—they’re safeguards that protect our people, uphold our values, and keep us accountable to those we serve.



“For Hilldrup, governance is about much more than policies and certifications—it’s about building trust. The clients who rely on us, from families to federal agencies, deserve the confidence that every move will be handled with integrity, consistency, and care. By holding ourselves to the highest global standards, we create a culture of accountability that protects our people, strengthens our operations, and ensures we deliver excellence every single day.”

—Russ Watson, Executive Vice President and Chief Administrative Officer



5-Star Safety Rating

(highest award)

UniGroup



Superior Performance

3 Million+ Miles



95%
Preventative Maintenance (PM) Currency

Meaning that 95% of our fleet is current on all of our respective PMs in 2024.



Cybersecurity

Protecting the integrity and security of our data is a critical component of Hilldrup's governance practices. All technology users are required to complete annual cybersecurity training through KnowBe4, and we conduct monthly phishing simulations to reinforce awareness and identify vulnerabilities. Our information security framework is governed by a suite of formal policies, including those covering acceptable use, data handling and classification, retention, network security, and password management.

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- Hilldrup maintains a 99/100 "A" score from Security Scorecard which calculates cybersecurity scores based on 10 factors that reflect different cybersecurity practices and risks.

Our policies include those related to:

- Information Security Governance Policy
- Acceptable Use Policy
- Data Classification and Handling Policy
- Data Retention Policy
- Network Security Policy
- Password Policy



FAIM certification stands for FIDI Accredited International Mover, and it's one of the most respected and rigorous quality standards in the international moving industry.

Anti-Bribery, Corruption & Antitrust

At Hilldrup, ethical conduct and regulatory compliance are at the core of how we operate. Our Ethics and Foreign Corrupt Practices Act (FCPA) Policies outline clear standards around gifts, entertainment, conflicts of interest, and confidentiality, ensuring that all associates act with integrity and in the company's best interest. We strictly adhere to antitrust and competition laws, reinforcing our commitment to a fair and transparent marketplace. All employees, officers, and directors are expected to follow these guidelines and seek guidance when needed. Violations result in appropriate disciplinary action. By embedding accountability and legal compliance into our culture, Hilldrup upholds the trust of our customers, partners, and communities.



progress
• IN MOTION

Progress in 2025 and Beyond...

Hilldrup's inaugural ESG Report represents a significant milestone in our journey to formalize and strengthen the ways we care for our people, our communities, and our planet. From launching our Moved to Action program and investing in employee development, to advancing sustainability efforts and reinforcing strong governance, 2024 was a year of meaningful progress and purposeful action. But our work is far from finished.

As we continue to build on this foundation, we remain committed to transparency, accountability, and continuous improvement across every area of our business. We look forward to sharing our continued evolution and impact in our next ESG Report, which will reflect our 2025 performance and be published in 2026.

Together, we're not just moving people and workplaces - we're moving toward a more sustainable, brighter future.



Environment
Our Planet



Social
Our People



Governance
Our Policies

