

# SECURING FREIGHT TODAY, HELPING SUSTAIN TOMORROW.

2024 Logistick Sustainability Report

*Released September 2025*



*Innovators of Freight Securement Systems®*



# ABOUT LOGISTICK

In 1990 our founder, Tom Kanczuzewski, was working in the trucking & intermodal business at CSI Logistics and wanted to win a contract with a large furniture manufacturer. To land the new business, he had to provide a more economical and sustainable way to secure shipments! There was a solution, and Logistick invented it – the original Loadbar®! The company, Logi-Stick, Inc. was incorporated in 1992, but later changed its name to Logistick, Inc. A brief time after the Loadbar®, the Strap System was invented, followed by the Wedge® for heavier shipments. Throughout the years, Logistick has continued to innovate and invent new products and expand the product line to accommodate the evolving transportation industry, as well embracing sustainability innovation.

The Logistick team believes that growing a great work culture happens over time, with devoted patience and persistence. It is all about the journey of continuous learning and improving, having fun, and enjoying the process. Securing Green is the Logistick foundation, and it helps unify the team and creates a clear vision. The journey never stops, and we must make sure to enjoy each day along the way!

## About this Report

The Logistick Team is proud to release its 6th annual Sustainability Report, continuing the commitment to environmental responsibility and transparency. The Logistick Secure Green Team (sustainability team), had another successful year in 2024! From growing recycling and closed-loop initiatives, product life-cycle assessments for carbon footprint accounting, to team building and volunteering, it was all core to Logistick's culture. Being the 6th year of sustainability reporting and growing a greener culture, a solid foundation has been built. The Logistick team always believes the best is yet to come, and is excited to continue to learn and grow.

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# ROOTED IN INNOVATION, GROWING IN SUSTAINABILITY



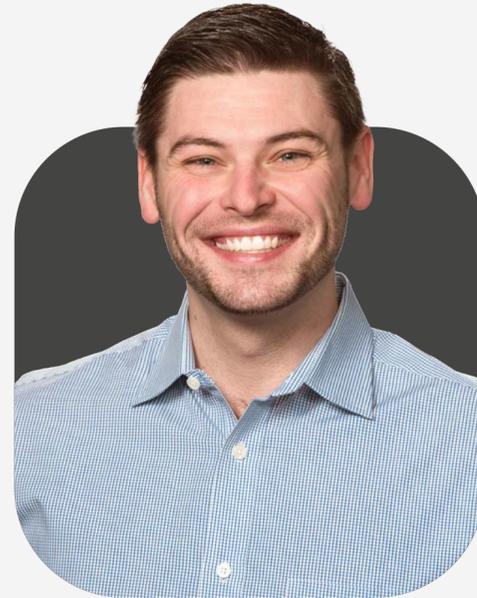
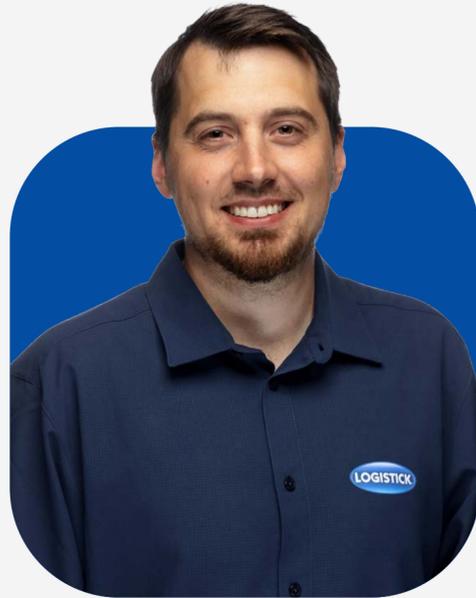
Logistick has been preventing freight damage and reducing waste for customers since 1992. Since 2019, Logistick has been enhancing efforts to minimize its environmental (carbon) footprint and becoming more sustainable as a complete organization. Securing the future of our customers by improving efficiencies through innovation and sustainability has always been critical to Logistick. The launch of the sustainability initiative, SECURE GREEN, helps enhance efforts to improve efficiencies, green innovation, and hopefully secures a sustainable future for all.

When freight is damaged or blemished, it is less likely to be bought or sold, thus, goods go unwanted. Those goods inevitably get dumped and end up in a landfill. By preventing freight from getting damaged,

Logistick helps reduce landfill waste by millions of tons. According to national figures, the average semi-trailer or container carries 40,000 lbs. (about twice the weight of a school bus) of goods. Additionally, by avoiding the potential shipment of damaged or replacement goods, those carbon emissions are avoided too, a win-win for business and the environment.



# OUR GREEN TEAM



**Tyler Kanczuzewski**  
Sustainability Manager

**Jarrett Keultjes**  
Product and Application Specialist

**Sara Stewart**  
Sr. Fulfillment & Operations Manger



**Sarah Magor**  
Marketing Specialist

**Ron Como**  
VP of Sales and Marketing

**Jake Clark**  
Accounts Receivable Manager

# OUR BUSINESS

## Our Supply Chain

We prioritize sustainability throughout our supply chain. Our plastic components are made with 75% post-industrial recycled resin, and the foam used in our Loadbar Systems contains 50% unbleached recycled content. All of our products are proudly made in the USA, reducing transportation emissions and supporting local manufacturing. By choosing responsible materials and domestic production, we're committed to delivering freight securement solutions that are both effective and environmentally conscious.

## Our Facility

In 2018, we took a major step toward energy sustainability by installing a 51.75 kWdc solar array on the roof of our headquarters. This system supplies approximately 40% of our building's electrical needs and reduces our carbon footprint by 47.8 metric tons of CO<sub>2</sub> each year. Beyond energy, we're committed to minimizing everyday waste by using reusable plates, silverware, cups, and other kitchen items throughout our facility—small daily choices that contribute to a more sustainable workplace.

## Our Employees

We believe in fostering a culture of health, wellness, and opportunity—for our employees and their families. Supporting personal well-being is central to how we operate, because when our team thrives, so does our business. We are committed to providing an environment where everyone has the opportunity to grow, succeed, and feel valued. Every member of our team plays a vital role and makes a positive impact on our shared success.



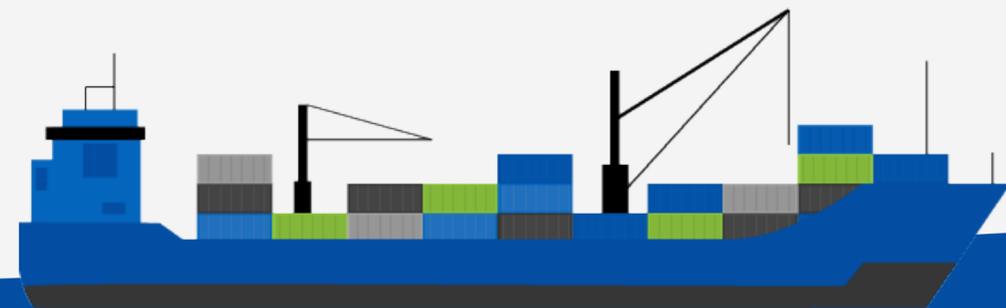
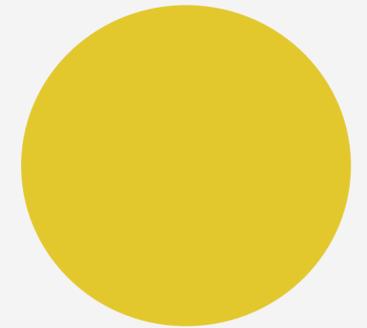
## **Our Community**

Logistick is located in the heart of the Midwest, in South Bend, IN—a place where community values run deep. From the very beginning, our founder instilled in us the importance of giving back, and that spirit continues to guide us today. South Bend is home to numerous resources that support individuals and families in need, and we believe it's our responsibility to contribute to those efforts. By giving back, we're not only strengthening our community as a whole but also making a meaningful difference in the lives of the people who call it home.



## **Our Customers**

Sustainability is increasingly important to our customers, many of whom are leading the way in setting ambitious environmental goals. As partners to Fortune 1,000 companies and other forward-thinking organizations, we understand the critical role we play in helping them meet their sustainability targets. These companies are not only looking for reliable products and services—they're seeking solutions that align with their values and support long-term environmental responsibility. By prioritizing sustainable practices, we help our customers reduce waste, improve efficiency, and build a better future for the communities they serve.



# 2024 YEAR IN REVIEW

Key sustainability accomplishments in 2024 reflected Logistick's well-rounded integration of Triple Bottom Line; addressing Environmental, Economic, and Social goals. Highlights include:

## Environmental

- ✓ Improved carbon footprint accounting methods, and Life Cycle Assessment (LCA), with Intertek.
- ✓ Facility recycling processes were enhanced with the addition of dedicated recycling dumpsters and a new cardboard baler to support more efficient waste management.

## Economic

- ✓ Officially launched the Loadbar Removal Tool. To improve efficiency and safety of removal and to advocate circular recycling.
- ✓ Developed a more sustainable and reusable solution with the Floor Brace® XL—a stronger, more durable product that can be reused multiple times when undamaged.

## Social

- ✓ Released the first ever sustainability highlight video and 5th annual sustainability report
- ✓ Added new charitable groups to the giving network, also grew the percentage of giving.
- ✓ Introduced paid volunteer hours to all employees.

# GOAL SUMMARY

Goal & Objectives	2024 Progress	Status
<b>Carbon</b>		
Complete Intertek Life-Cycle Assessment (LCA) study on Logistick manufactured parts and systems and launch new carbon footprint calculator, to more accurately track annual carbon footprint. Holistically improve operational carbon footprint accounting processes, upstream and downstream, and maintain better governance.	2023 4,197.27 CO <sub>2</sub> Tons	
	2024 5,224.46 CO <sub>2</sub> Tons	
<b>Product</b>		
Go to market with Loadbar removal tool, and help customers grow their recycling programs of Logistick scrap parts. Additionally, boost marketing content around general recyclability of all Logistick products.	500+ Loadbar Removal Tools sold	
Launch scrap recycling program with key customers. Collect scrap parts, send them to resin supplier for regrind and retreat, and combine back into Logistick resin stream. A big step to strengthen the closed loop initiative	Partnered with a local recycling company	
<b>Education</b>		
Start production of the Logistick sustainability media video in order to tell the sustainability story and mission to customers, vendors, suppliers and partners. Additional resource, to help Logistick grow and promote sustainability practices in the transportation industries.	Launched a comprehensive video highlighting the 2023 sustainability goals	
<b>Recycling</b>		
Find at least one new way to generate cost savings or reductions, through sustainability (SECURE Green) initiatives. Things to consider - building energy, manufacturing processes, material inputs, packaging, employee travel, or company events.	Transitioned to a new waste management provider	

# ENVIRONMENTAL

In this section:

**Carbon**

- Footprint
- Lifecycle analysis

**Recycling**

- Specialty
- Facility



# CARBON | FOOTPRINT

Mamoní Valley Preserve (MVP), is a non-profit organization located in Panama. Supported by its U.S. 501(c)(3) corporation, MVP is dedicated solely to conserving the biodiversity of Panama's Mamoní Valley, a critical biological corridor connecting North and South America, and one of the world's top 36 Biodiversity Hotspots. MVP protects approximately 8,988 acres within a vital 29,000-acre watershed. This watershed connects over 4.9 million acres of continuous forest within the Tumbes-Chocó-Magdalena biodiversity hotspot, ensuring the conservation of nature for future generations. Logistick proudly supports MVP's mission, reinforcing our commitment to global sustainability. By working together

with MVP, Logistick helps protect biodiversity, promote reforestation, and safeguard natural resources. MVP works in partnership with local communities to fight illegal activities, and over the past decade has focused on conserving land, promoting reforestation, and protecting the Valley's biodiversity—efforts that Logistick is honored to stand behind.

## Goal

Holistically improve operational carbon footprint accounting processes, upstream and downstream, and maintain better governance.

## Progress

# CO<sub>2</sub> Neutral

Operationally till 2050

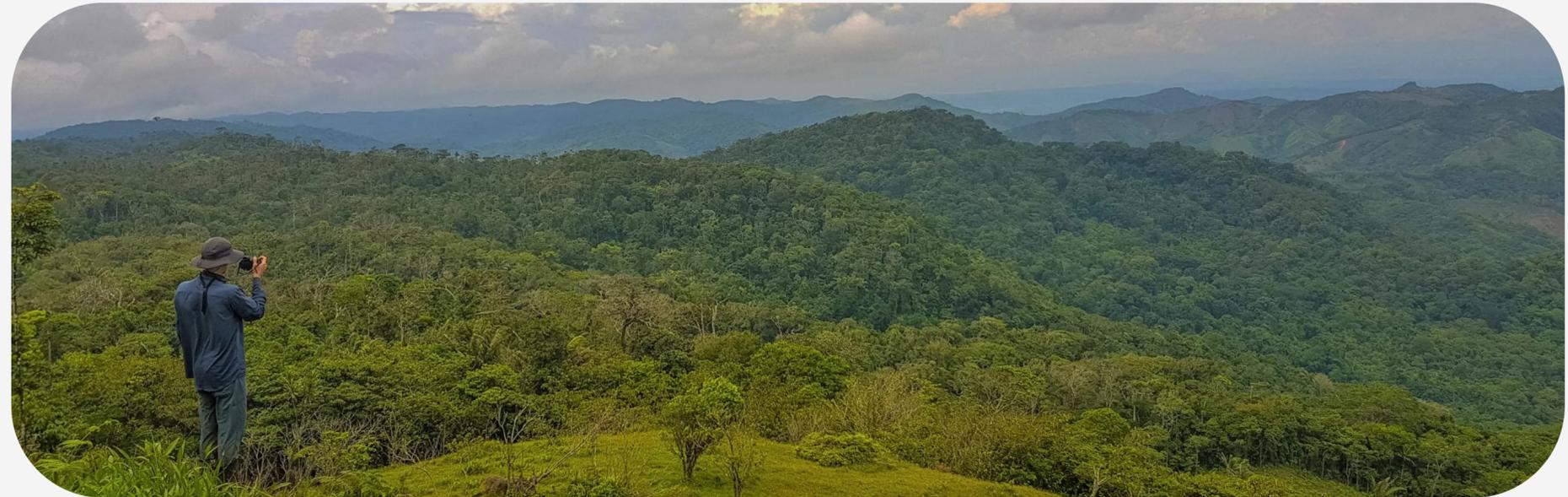


# Our Approach

## From Freight to Forest: Our Carbon Neutral Commitment

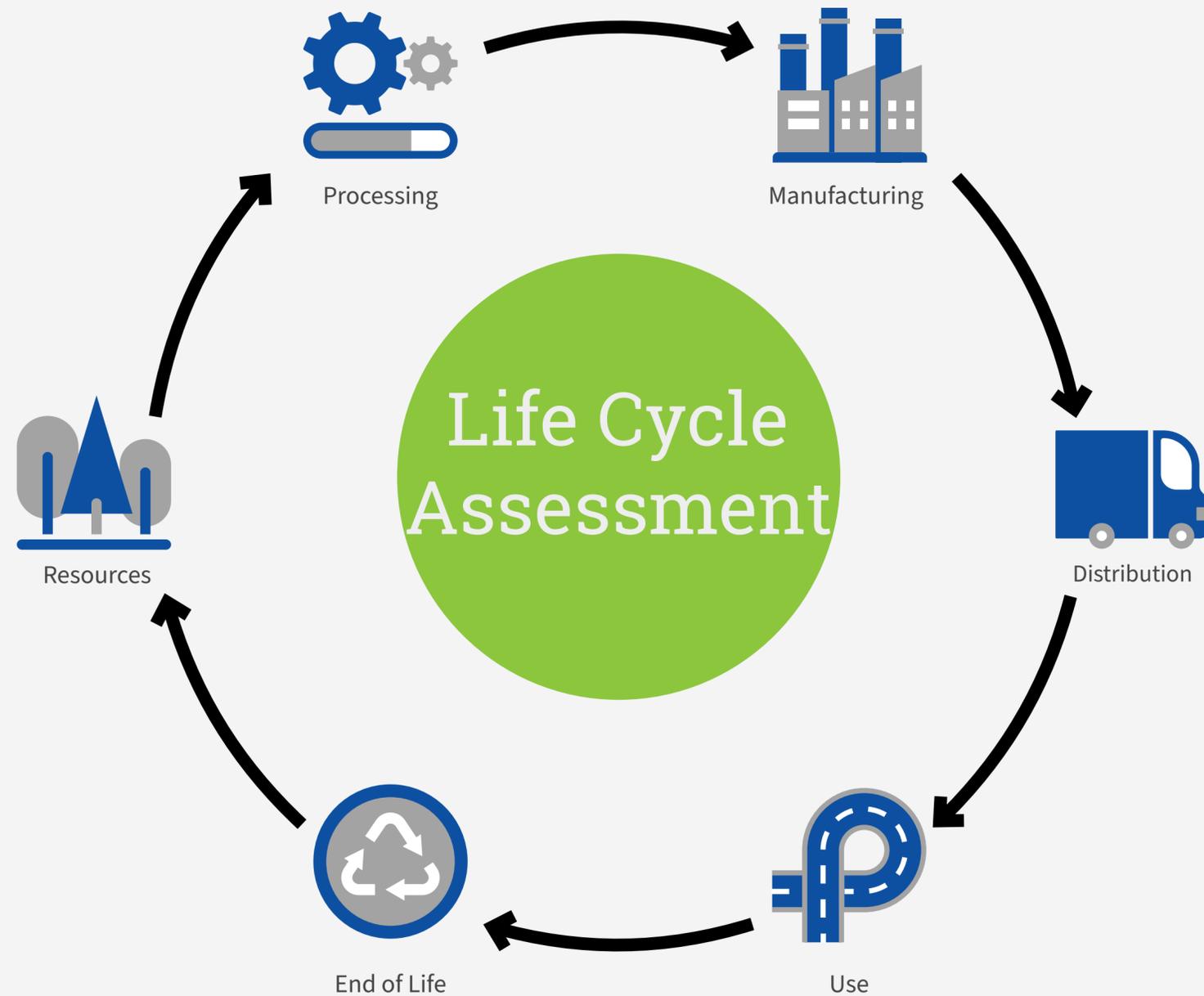
Logistick celebrated its 30th year in business in 2021, and, made the big announcement on Earth Day to become carbon neutral (operationally), contracting with MVP to protect over 546 acres of prime and secondary rainforest for up to 30 years, equivalent to sequestering over 121,060 carbon tons (similar to carbon credit programs). Logistick completes annual audits, and the team works to improve its CO<sub>2</sub> footprint, as well accounting accuracy. In 2023, an Intertek Life Cycle Assessment (LCA) study was

launched to fine-tune the environmental footprint calculator and methodologies. The LCA has proven to be a big step in the right direction in terms of accuracy, accountability, and finding ways to improve! Additionally, Logistick has direct access to a critical rainforest, where they can do team-building activities and learn about the amazing biodiversity, and how it relates to the world of business. Nature is our greatest teacher!



# CARBON | LIFECYCLE ANALYSIS

Intertek performed a cradle-to-grave life cycle assessment (LCA) for Logistick Inc., in 2023, in accordance with the ISO 14040/44 standard. Intertek is a renowned 3rd party provider of inspection, testing, quality assurance, and certification services.



## Goal

Launch new carbon footprint calculator, to more accurately track annual carbon footprint.

## Progress

# 20%

Decrease in carbon emission from 2023



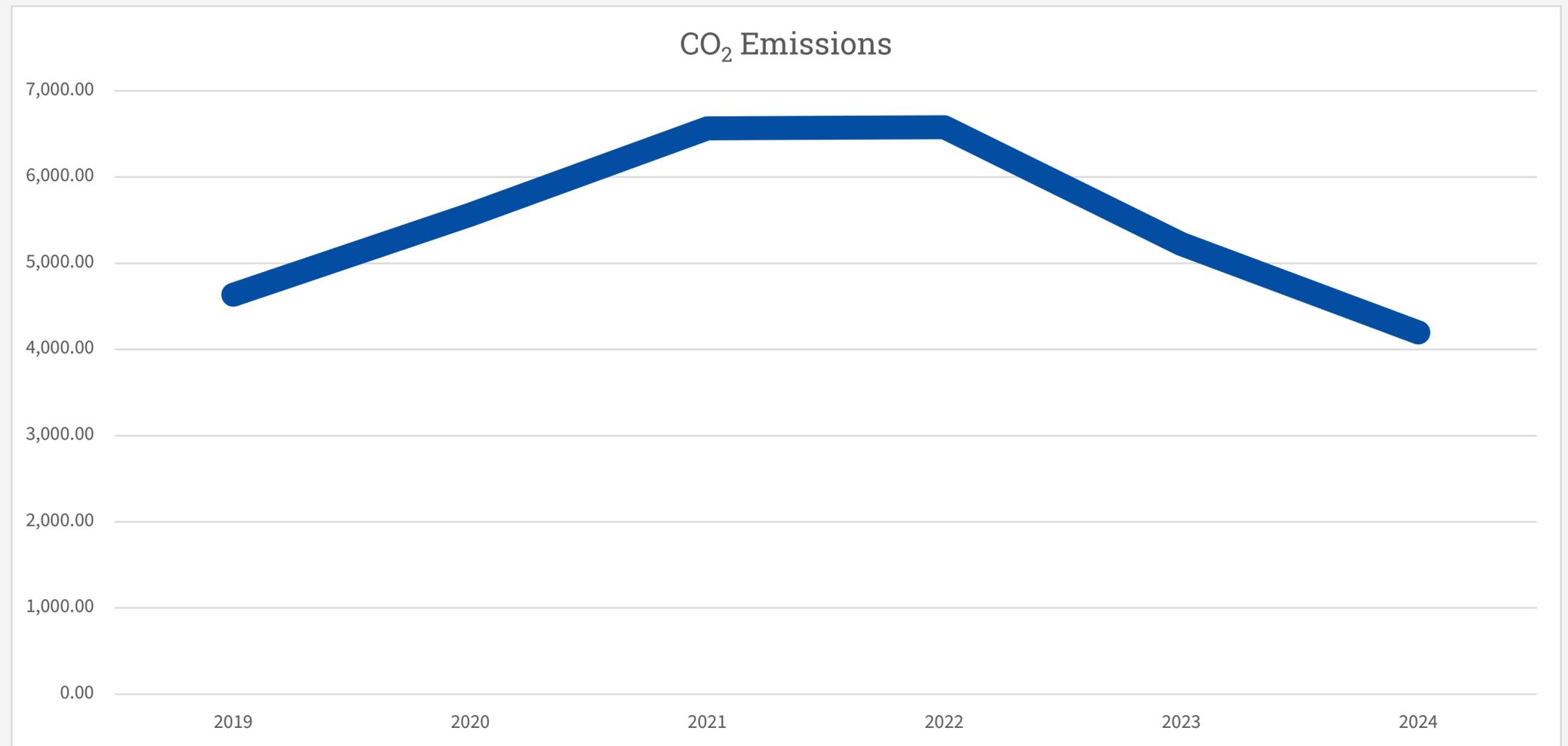
# Our Approach

The Intertek LCA study was initiated to better understand and more accurately calculate the carbon footprint of all of Logistick products, including distributed products. During a 2024 audit process, we identified a clerical error that slightly skewed the data. The error was

Year	Intertek (Original)	Intertek (Current)
2019	4,620.31	4,634.47
2020	5,532.65	5,564.38
2021	6,536.92	6,565.61
2022	6,552.70	6,578.67
2023	5,202.62	5,224.46
2024		4,197.27
Total CO <sub>2</sub> Emissions		32,764.86
CO <sub>2</sub> Offset Balance (per MVP agreement)		88,295.14

corrected and adjustments were made to ensure greater accuracy moving forward. The LCA data will continually improve operational carbon footprint accounting processes and programs, both upstream and downstream. Logistick is

firmly committed to enhancing their carbon footprint transparency and calculation methods on an annual basis.



# RECYCLING | SPECIALTY

Logistick continuously seeks opportunities to enhance sustainability and operational efficiency through innovative recycling solutions, including implementing specialty recycling programs to responsibly manage hard-to-recycle materials and reduce our overall environmental impact.



*Nick Kanczuzewski, President*

## Goal

Identify at least one new way to generate cost savings or reductions, through sustainability (SECURE Green) initiatives. Things to consider - building energy, manufacturing processes, material inputs, packaging, employee travel, or company events

## Progress

Introduced a cardboard baler

## Our Approach

In 2024, Logistick added a cardboard baler to our facility, joining the plastic baler already in place. This new equipment allows us to compact and bundle cardboard for more efficient recycling, reducing the volume of waste and the number of pickups required. The result is lower disposal costs, fewer emissions, and a more streamlined waste management process. By turning cardboard into a valuable recyclable resource, we're keeping more materials out of landfills and reinforcing our commitment to a cleaner, more efficient supply chain for our customers.

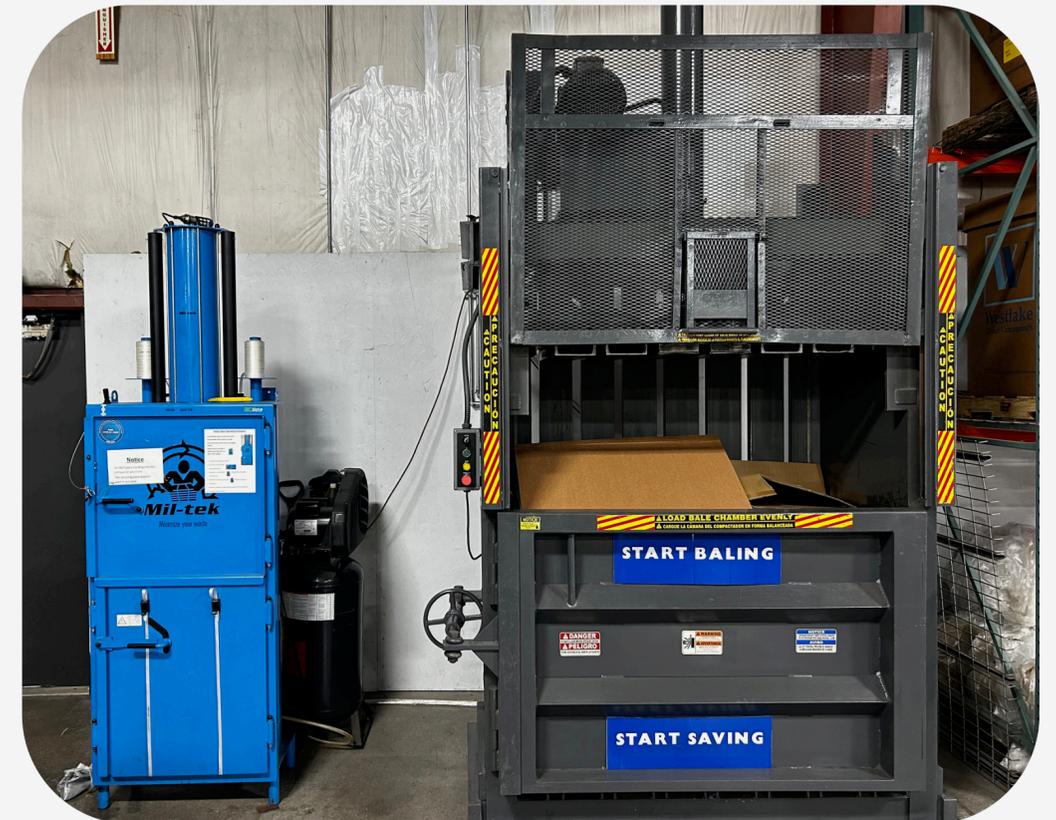
## Our Progress

# 2.5 Tons

of cardboard and plastic recycled in 2024

# 25.4 Tons

of cardboard and plastic recycled since 2019



# RECYCLING | FACILITY

At Logistick, we prioritize sustainability in the way we operate our facility every day. From reducing paper consumption to eliminating unnecessary packaging materials, small changes add up to a big impact. In 2018, we invested in renewable energy with a solar panel roof, helping to lower our environmental footprint. These efforts reflect our ongoing commitment to making responsible choices that support a more sustainable future.

## Goal

At least one new way to generate cost savings or reductions, through sustainability (SECURE Green) initiatives. Things to consider - building energy, manufacturing processes, material inputs, packaging, employee travel, or company events

## Progress

Transitioned to a new recycling provider



# Our Approach

In 2024, Logistick switched recycling companies to improve both the efficiency and effectiveness of our waste management practices. By partnering with a curbside service focused on better handling of municipal solid waste (MSW), we were able to significantly enhance our recycling processes. We also added a dedicated recycling dumpster next to our landfill dumpster, making it easier for our team to sort and dispose of materials properly. This change has led to noticeable cost savings through reduced landfill pickups and improved waste separation. Additionally, the new provider offers stronger reporting tools, helping us

track progress and make more informed decisions. Altogether, these updates have streamlined our infrastructure, supported our sustainability goals, and moved us closer to achieving zero waste.



# ECONOMIC

In this section:

## Product

Development  
Closed-Loop Program  
Recycling Network



# PRODUCT | DEVELOPMENT

At Logistick, We're continually developing solutions that support a safer, more efficient, and more sustainable freight securement. 2024 was a year of meaningful progress for Logistick, with two standout innovations: The Loadbar Removal Tool and Floor Brace® XL.

## Goal

Go to market with the Loadbar Removal Tool.

## Progress

# 500+

Loadbar Removal Tools Sold



## Goal

Boost marketing content around general recyclability of all Logistick products.

## Progress

Created the Floor Brace® XL



# Our Approach

## The Loadbar Removal Tool

Introduced to improve post-transit efficiency and safety. The Loadbar Removal Tool allows for the safe and quick removal of Logistick Loadbars. It also supports our recycling efforts by helping keep used Loadbars clean and properly sorted for recycling.

## Floor Brace® XL

Our Floor Brace® XL offers a sustainable alternative to traditional treated lumber for blocking and bracing at the floor level. Recognized by the Association of American Railroads (AAR), the Floor Brace® XL is durable, reusable, and eco-friendly—designed for repeated use when undamaged.



# Our Actions

Together, these tools not only improve safety and operational efficiency but also reinforce Logistick's commitment to reducing environmental impact across the supply chain.

# PRODUCT | CLOSED-LOOP PROGRAM

Closed-Loop, or Circular Economy Defined: If you boil it down, the idea is to eliminate the idea of waste, or reuse waste. Circular vs. Linear. Dive deeper, the idea is to have an ultra-light

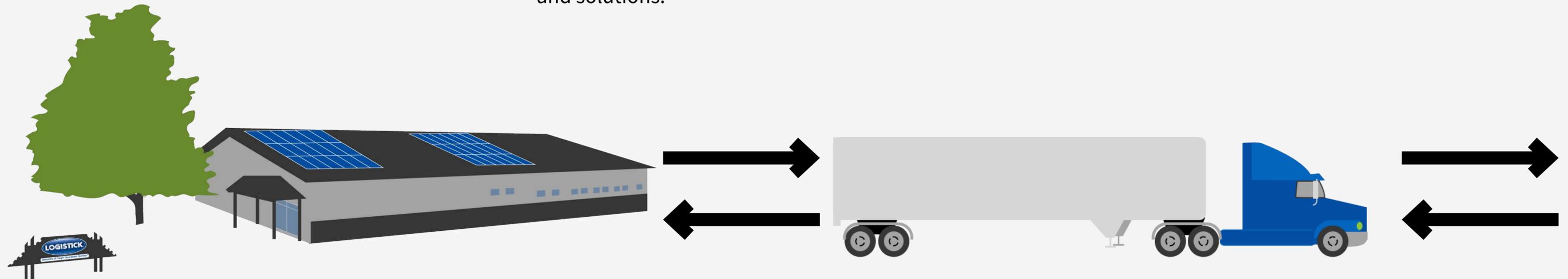
environmental footprint in the procurement of materials and manufacturing, shipping, use, and end-life decision of a product. Logistick embraces this approach by exploring regenerative, bio-renewable, and readily available materials to improve product design and minimize waste. Using more regenerative resins is also a core part of the Circular Economy method, as taught by The Ellen MacArthur Foundation, and Logistick is committed to integrating these principles into our operations and solutions.

## Goal

Launch 2.0 scrap recycling program with key customers. Collect scrap parts, send them to resin supplier and manufacture for regrind and retreat, and combine back into Logistick resin stream.

## Progress

Partnered with a regional customer to begin the process



# Our Approach

Logistick has been fine-tuning their recycling infrastructure since 2018. The overarching theme is "Closing the Loop," which is commonly known among many industries, and the world of manufacturing and consumerism.

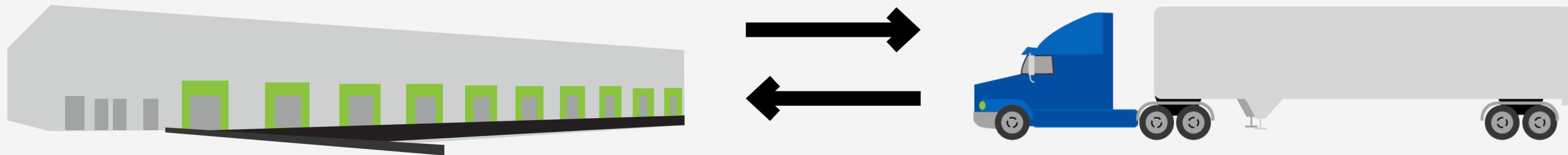
Working with regional customers is a coordinated effort to collect Logistick parts in strategically placed gaylords, return them to their ABS processor for treatment and

regrind, to then supplement the feedstock with more recycled content. That is a true closed-loop system!

# Our Progress

Logistick has been reducing landfill waste and lowering emissions throughout the life of products, and business activities. Examples include - procuring recycled content (75% of the ABS utilized in production is post industrial regrind), reducing manufacturing waste through

lean practices, growing recycling culture and infrastructure at the facilities, and now working with regional customers on closed-loop recycling programs.



# PRODUCT | RECYCLING NETWORK

Logistick established a dedicated recycling network to support our customers in responsibly disposing of used products. By partnering with regional and national recycling facilities, we make it easy for customers to dispose materials for proper processing.

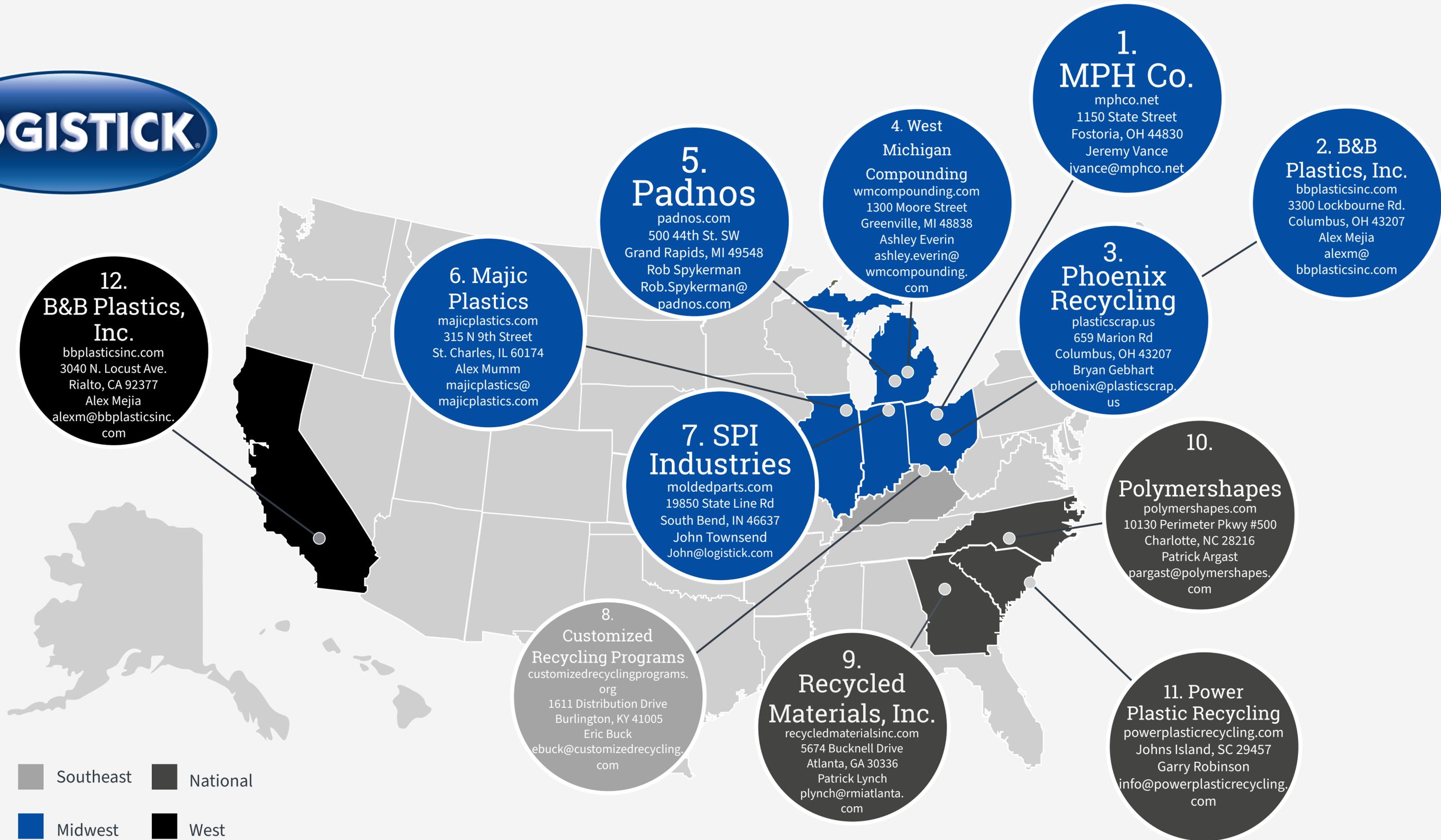


## Goal

Help customers grow their recycling programs of Logistick scrap parts

## Progress

Provided a recycling network to all customers.



# SOCIAL

In this section:

Community Outreach  
Employee Benefits  
Educational Releases



# COMMUNITY OUTREACH

Team Logistick is proud to continue the Founder’s legacy of generosity and philanthropy, both in our local community and across the globe. Giving back has always been a core part of who we are—it’s embedded in our culture and reflected in the way we do business. Whether it’s supporting local families, contributing to global conservation efforts, or responding to urgent humanitarian needs, we believe that our success is most meaningful when it positively impacts others.



## Actions

# \$300K+

Donated in 2024 to programs supporting both community and social impact, and environmental responsibility.

# 85

Total organizations donated to in 2024



## Our Action

# 8%



Potawatomi Zoo, Supporting the funding lion conservation and feeding efforts.

# 6%



American Red Cross, supporting disaster relief efforts and provide critical aid to communities in time of crisis.

# \$15,000

1% For the Planet, supporting vetted environmental nonprofits working to protect land, water, wildlife, and combat climate change.

# \$5,000

St. Margaret's House, to provide support, resources and a safe community for women and children experiencing economic hardship.

## Our progress

# \$2 M

Donated to charities and social causes over the last 9 years

# EMPLOYEE BENEFITS

In 2024, Logistick, Inc. introduced 8 hours of paid volunteer time off (PTO) to encourage employees to give back to their communities. This initiative not only empowers employees to support causes they care about, but it also directly contributes to environmental stewardship.

## Actions

8

PTO Volunteer hours introduced



## Our progress

Many Logistick team members used their volunteer hours for local clean-up events, tree planting, and sustainability education programs—efforts that reduce waste, support biodiversity, and raise environmental awareness. By aligning personal values with company-supported action, the program strengthens employee morale, promotes team building, and reinforces Logistick’s commitment to a greener future.



# EDUCATIONAL RELEASES

Logistick is dedicated to leading the way in freight securement. Our goal is to be the industry’s foremost expert—delivering innovative, reliable solutions and setting the standard for safe, efficient cargo protection.

## Goal

Start production of the Logistick sustainability media video in order to tell the sustainability story and mission to customers, vendors, suppliers and partners.

## Progress

First ever sustainability video released



## Goal

Help grow and promote sustainability practices in the freight securement and shipping industries.

## Progress

# 28

sustainability, efficiency and lean focused blogs or news releases were sent out in 2024.



# Our Approach

At Logistick, Inc., education in freight securement is a cornerstone of our mission—not just for protecting cargo, but for advancing sustainability. Proper securement prevents products from shifting, falling, or breaking during transit, which significantly reduces damage and waste. When freight arrives intact, fewer goods are discarded due to damage, meaning less material ends up in landfills. By educating our team and partners on best practices in securement, we help ensure products reach their destination safely and in usable condition. This commitment not only supports our customers' bottom lines but also aligns with our broader goal of reducing environmental impact and promoting a more sustainable supply chain.



# Our Actions

To create a more comprehensive sustainability video that highlights the collective impact of our efforts by featuring input from both our distributors and vendors. Showcase how each partner contributes to our shared environmental goals—whether through responsible sourcing, reduced packaging waste, or innovative logistics solutions. Include real-world examples,

testimonials, and behind-the-scenes footage to illustrate how sustainability is integrated throughout the entire supply chain. This collaborative approach not only strengthens transparency but also demonstrates the power of partnership in driving meaningful, measurable change.

# LOOKING AHEAD

## Goals for 2025

Goal	Action
Third party verify the Intertek Life-Cycle Assessment (LCA) study of Logistick manufactured parts and systems. Continue to improve operational carbon footprint accounting processes, upstream and downstream, and maintain better governance.	Obtain an updated quote for 3rd party verification project (Intertek LCA Study) and seek approval to move forward on the project. Once approved, fulfill project milestones, and complete by end of 2025.
Create Earth Month campaigns, in addition to Earth Day activities. Grow environmental awareness throughout the entire month of April with customers, partners and the local community. Continue the motto of living everyday like its Earth Day!	Launch EcoDrive program to remove plastic from the Ocean with 4Ocean in April. Host Earth Day Clean-up and Zero Waste Lunch at Headquarter office.
Continue and strengthen Logistick scrap recycling (closed-loop) program with key customers. Collect scrap parts, send them to resin supplier for regrind and retreat, and combine back into Logistick resin stream.	Select key regional customers to work with. Start process to collect scrap parts, send them to resin supplier for regrind and retreat, and combine back into Logistick resin stream.
Research and develop a reusable solution for E-Track ratchet straps—reducing single-use strapping waste while providing customers with a durable, innovative product that aligns with our commitment to circular economy principles.	Form a cross-functional R&D team to evaluate current product lines, identify points of waste, and design a reusable alternative. Develop prototypes, conduct customer field testing, and implement improvements with the target of launching a market-ready solution by the end of 2025.
Find additional ways generate cost savings or reductions, through sustainability (SECURE Green) initiatives. Continue to audit building energy usage, manufacturing processes, material inputs, packaging, waste and recycling, and employee activities.	Conduct energy and recycling audit for Logistick facilities, and compile data. Then, complete best-practices study to reduce energy and resource waste, as well as create economic impact.

## 2030 Sustainability Milestones in Motion

The forward vision for Logistick is to continue to be a leader in sustainable freight securement and develop new innovations that make a positive impact on the planet, especially this current decade. Logistick believes the climate is evolving, and that humans are having an impact on the planet, in many ways negatively. However, if these practices are altered to be eco-friendlier and more innovative, negative impacts like carbon emissions, accumulation of waste and pollution can all be reversed. As we know, the planet is resilient, if we give it a chance to heal. Logistick will continue to secure the future of freight, reduce waste, and help build a planet that is more resilient.

Goal	2024 Progress	Status
Establish carbon neutral operations with a net positive impact on the environment by 2030. Also, Invest in forest and water conservation projects by 2030.	Agreement signed in 2020, 30-year operational carbon offset with Mamoni Valley Preserve Rainforest still in action.	
Improve social and environmental impact through community engagement, philanthropy, and volunteering programs.	Over \$2 million donated to over 85 organizations in the last 9 years.	
Become the nation's leading freight securement and waste management reduction company in the U.S. by 2030.	National rankings by a 3rd Party still do not exist, but Logistick remains a leader in domestic and international freight securement.	
Become a recognized thought leader for sustainable packaging alternatives using sustainable development best practices.	28 sustainability, efficiency and lean focused blogs or news releases were sent out in 2024 (an annual record).	
Generate improved sustainability savings and annual cost reductions.	Through lean practices and continual improvement, over \$80,000 is saved annually.	

# CORE PURPOSE AND VALUES

SECURE is the foundation and core of every decision at Logistick, symbolizing our unwavering dedication to quality, reliability, and sustainability. This stamp is imprinted on all our products, services, and commitments, ensuring the highest standards and building a foundation of trust and

excellence. The core values of SECURE—Specialist, Efficient, Customer Centric, Unified, Resolute, and Evolving—guide us in prioritizing sustainable practices and long-term environmental stewardship in every aspect of our operations.



To secure our customers' future by improving supply chain efficiencies through innovation, safety and **sustainability**.



*Innovators of Freight Securement Systems®*



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