

General Disclosures, Activity Metrics, and Materiality

Topic	Response	Metric Reference
Organization and Reporting		
Organization Details	Crowley is a privately held, U.S.-owned and -operated corporation headquartered in Jacksonville, Florida, with significant operations in the U.S. mainland and Alaska, Puerto Rico, Honduras, Costa Rica, Guatemala, El Salvador, Nicaragua and Panama. Crowley provides logistics, marine and energy solutions for commercial and government customers through five primary business units: Crowley Logistics, Crowley Shipping, Crowley Wind Services, Crowley Fuels and Crowley Land Transportation. For purposes of this report, "Crowley" or "the Company" refers to Crowley Maritime Corporation and its subsidiaries. The report presents consolidated sustainability, environmental, and ethics initiatives across the enterprise. Certain metrics and activities may reflect operations within specific business units, including subsidiaries that hold and perform government contracts (including Crowley Government Services, Inc.), but all are undertaken within Crowley's overarching corporate sustainability framework.	GRI 2-1 GRI 2-2 GRI 2-6
Reporting Period	Crowley reports annually on our sustainability progress. This report documents performance and activities for the 2024 calendar year (Jan. 1 – Dec. 31, 2024)	GRI 2-3 GRI 2-14
Internal Review	Our CEO and Senior Leadership Team (SLT) are responsible for reviewing and approving the information shared in this sustainability report. The review process includes individual reviews of content by various specialists.	
Point of Contact	Please reach out to sustainability@crowley.com with any comments or questions.	
External Assurance	Crowley engages a third-party on a contractual basis to verify our greenhouse gas emissions inventory each year. For 2024, we have received Limited Assurance in accordance with ISO 14064- 3:2019 Greenhouse Gases - Part 3: Specification with guidance for the validation and verification of greenhouse gas statements.	GRI 2-5
Materiality		
Material Topics	Crowley conducted a formal materiality assessment in 2024, which included assessing the business's economic, environmental and social impacts, surveying internal and external audiences, benchmarking against our peers and researching industry standards. The list of material topics was reduced from 18 in 2021 to 9 in 2024 to enable a more focused approach.  Reducing Impact • Safety • Greenhouse Gas (GHG) Emissions • Environmental Incidents  Growing Responsibly • Innovation • Human Rights • Talent Retention & Development  Being Accountable • Corporate Governance • Stakeholder Engagement • Supplier Responsibility	GRI 3-1 GRI 3-2

General Disclosures, Activity Metrics, and Materiality

Topic	Response			Metric Reference
Materiality				
Management of Material Topics	Discussion of management of Crowley's material issues can be found in our 2021 and 2022 Sustainability reports. An update to material issue management will be provided in our 2025 report.			GRI 3-3
Employees				
Methodology	Crowley's methodology for defining employee population is unchanged from 2023. Regular employees include all full-time and part-time admin, union mariner, non-union mariner, and union shoreside employees as of December 31, 2024. In 2024, our headcount decreased from prior years as a result of the creation of a joint venture.			GRI 2-7 GRI 2-8
		Regular	Temporary	
Gender	Female	1,366	94	
	Male	3,875	732	
Location	U.S.	4,212	804	
	Central America	1,022	19	
	Australia	7	0	
	Germany	0	3	
Totals		5,241	826	
Shipboard Employees	1,805			SASB TR-MT-000.A
Activity Metrics		2023	2024	
Total Shipping Fleet	121	124	Number based on a snapshot of our fleet on Dec. 31, 2024, and is comprised of vessels which fall under Scope 1 and Scope 3 emissions categories, as well as nine vessels that do not currently have installed equipment that consumes fuel / energy. These numbers and the scoping of vessels is subject to change throughout the calendar year due to short-term time charters, divestiture of assets and changes in operational control; in 2024 an additional 11 vessels formed part of our emissions inventory.	SASB TR-MT-000.E

General Disclosures, Activity Metrics, and Materiality

Topic	Response			Metric Reference
Activity Metrics	2023	2024		
Deadweight Tonnage (thousand deadweight tons)	1,453	1,674	Number based on a snapshot of our fleet on Dec. 31, 2024, and is comprised of vessels which fall under Scope 1 and Scope 3 emissions categories, as well as nine vessels that do not currently have installed equipment that consumes fuel / energy. These numbers and the scoping of vessels is subject to change throughout the calendar year due to short-term time charters, divestiture of assets, and changes in operational control. DWT data includes 104 vessels that are assigned a DWT value; the remaining 20 vessels are not assigned a DWT value because of their vessel type.	SASB TR-MT-000.D
Twenty-foot Equivalent Unit (TEU) Capacity	18,536	17,434	Number based on a snapshot of our fleet on Dec. 31, 2024, and is comprised of vessels that fall under Scope 1 and Scope 3 emissions categories, as well as nine vessels that do not currently have installed equipment that consumes fuel /energy. These numbers and the scoping of vessels is subject to change throughout the calendar year due to short-term time charters, divestiture of assets and changes in operational control. 15 vessels have a listed TEU capacity including 2 CON-ROs, 4 barges, and 10 container vessels; other vessels do not carry containers.	SASB TR-MT-000.G
Total Distance Traveled (nautical miles)	3,256,160	2,104,988	Total distance travelled includes information for all vessels that formed part of the 2024 emissions inventory where that data is available. Distance travelled is not tracked for ocean-going tugs and barges with no installed consumers that operate on charter to third party companies, ship assist, harbor escort and bunkering operation tugs; additionally no distance travelled is included for barges under Crowley operation, rather the distance travelled is only counted under the tug moving the barges because the barge consumes no fuel to move that distance. The reduction compared to prior years is attributed to unavailable data for vessels transferred to a joint venture.	SASB TR-MT-000.B
Operating Days	30,274	26,917	Operating days includes information for all vessels that formed part of the 2024 emissions inventory where that data is available.	SASB TR-MT-000.C
Vessel Port Calls	4,307	4,886	Number of port calls includes information for all vessels that formed part of the 2024 emissions inventory where that data is available.	SASB TR-MT-000.F

Environmental Action

Topic	Response	Metric Reference
Greenhouse Gas (GHG) and Energy Use		
Energy Consumption within the organization	Conversion factors sourced from the U.S. Energy Information Administration and the American Petroleum Institute. DEFRA emission factors were used where EIA conversion was not available. The availability of ULSFO data in 2024 reflects our continued efforts to improve data collection, enabling more granular insights into fuel usage.	GRI 302-1 SASB TR-MT-110a.3
	<i>Energy Source</i>	
	Gasoline (GJ)	
	Diesel (GJ)	
	Jet Fuel (GJ)	
	LNG (GJ)	
	Marine Gasoil (GJ)	
	R99 (GJ)	
	Propane (GJ)	
	Natural Gas (GJ)	
	Liquefied Petroleum Gas (GJ)	
	Ultra Low Sulfur Fuel Oil (ULSFO)	
	Electricity (GJ)	
	Total Energy Usage (GJ)	
Re-issuance of verification	The Scope 1 baseline presented in this report reflects the verified data provided by our external auditors. The observed reduction in Scope 2 emissions is primarily attributed to enhancements in our data collection processes compared to previous reporting years.	

Environmental Action

Topic	Response			Metric Reference	
Greenhouse Gas (GHG) and Energy Use					
GHG Emissions	Crowley uses operational control to establish inventory boundaries. Emissions were calculated using the GHG Protocol for CO2, CH4 and N2O. Scope 1 conversion factors sourced from EPA Emission Factor Hub and Global Logistics Emissions Council Framework. Scope 1 excludes biogenic emissions from the use of biofuel. Scope 2 conversion factors sourced from EPA Emission Factor Hub, eGRID, Green-e Residual Mix and International Energy Agency. Scope 3 conversion factors sourced from EPA Emissions Factor Hub and Global Logistics Emissions Council Framework.			GRI 305-1 GRI 305-2 GRI 305-3 SASB TR-MT-110a.1 SDG 13.2.2 IFRS S2 29	
	Emission Scope	Metric Tons CO2-equivalent (CO2e)			
		2022	2023		2024
	Scope 1	479,484	454,534		453,673
	Scope 2 (Location-based)	31,987	27,080		9,618
	Scope 2 (Market-based)	32,488	27,965		9,988
	Scope 3	3,650,927	2,977,213		2,937,805
Scope 3 Categories	Crowley has defined the following Scope 3 categories as material to business activities: Category 1 - Purchased goods and services, Category 2 - Capital goods, Category 3 - Fuel and energy related activities, Category 4 - Upstream transportation and distribution, Category 5 - Waste generated in operations, Category 6 - Business travel, Category 7 - Employee commuting, Category 11 - Use of sold products, Category 13 - Downstream leased assets, Category 15 - Investments and joint ventures.				
Emissions Intensity		2022	2023	2024	GRI 305-4
	Scope 1 + 2 Metric Tons CO2e per 1 Million USD Revenue	148	138	138	
	The changes in revenue are attributable to the impact of a joint venture and adjustments in accounting practices				
Emissions Reduction Baseline		2020			GRI 305-5
	Scope 1	383,455			
	Scope 2 (Market-based)	29,929			
	Scope 3	3,318,711			

Environmental Action

Topic	Response	Metric Reference
Greenhouse Gas (GHG) and Energy Use		
Average Energy Efficiency Design Index (EEDI)	4.36 gCO ₂ /tnmi This value is based on the average EEDI value for four vessels that are required to calculate and verify EEDI in accordance with IMO Guidelines on the Method of Calculation of the Attained Energy Efficiency Design Index (EEDI) For New Ships, and that form part of the Crowley fleet / emissions inventory as of Dec. 31, 2024. All four vessels fall under Scope 3 Investment in the emissions inventory.	SASB TR-MT-110a.4
Climate-Related Target	Crowley has committed to net-zero GHG emissions by 2050, pursuing a path aligned with science to limit global warming to 1.5 degrees Celsius. The net-zero target is an absolute reduction goal of CO ₂ -equivalent (CO ₂ e) emissions for scope 1, 2 and 3. This 30-year target is measured from our baseline year of 2020 with the first company-wide GHG emissions inventory. The target applies to all business units of Crowley within the boundaries of our corporate emissions inventory. Progress is monitored by tracking emissions data and reporting our GHG inventory annually. Crowley is not currently using carbon credits to offset emissions.	IFRS S2 33 IFRS S2 34 IFRS S2 36
Ocean Health and Biodiversity		
Water Interactions	Crowley operates sea-going, coastal and harbor-based marine vessels. Marine vessels often require uptake and discharge to the surrounding waters that are incidental to their operation and cannot be fully eliminated, but we endeavor to retrofit new technologies to minimize the impact of incidental discharges, and to incorporate the minimization and / or elimination of these discharges at the design and construction phase of new vessels. Each Crowley business unit fully implements integrated safety and environmental management systems that undergo third-party audit to ensure vessels are operated in compliance with all regulatory and customer requirements and in conformity with industry standards and best practices. For landside operations, each Crowley business unit meets, where applicable, stormwater compliance such as NPDES requirements for general permit or showing on no-exposure.	GRI 303-1
Ballast Water	Crowley is retrofitting vessels with ballast water management systems and transitioning away from ballast water exchange in accordance with regulatory requirements. Disclosed data is based on 135 vessels that were in our emissions inventory at any point in 2024. Percentage of fleet implementing ballast water exchange: 1.5 Percentage of fleet implementing ballast water treatment: 51.5 Percentage of fleet utilizing alternative ballast water management methods (including use of PWS, no discharge, discharge only in the uptake location, and carriage of no ballast onboard at all): 50.4% of the fleet (68 vessels). Three vessels utilized exchange or alternate management methods for part of the year and treatment for part of the year due to commissioning of the treatment system.	SASB TR-MT-160a.2

Environmental Action

Topic	Response	Metric Reference
Ocean Health and Biodiversity		
Marine Protected Areas	Crowley vessel operations intersect with 10 habitat areas, 16 marine parks, 13 management areas, 15 outstanding water areas, 20 marine sanctuaries, 19 marine refuges, and 46 marine preserves/reserves. We meet or exceed all regulatory requirements when transiting or operating in marine protected areas. Shipping duration in marine protected areas is included in our roadmap for further digital transformation efforts.	SASB TR-MT-160a.1
Waste Management	Demonstrating a commitment to environmental responsibility, Crowley actively minimizes waste generation throughout its operations and value chain. This focus extends beyond simply complying with EPA and state regulations for hazardous waste. By implementing circularity measures like promoting reuse programs, Crowley extends the lifespan of materials. Additionally, waste prevention strategies like optimizing processes and utilizing eco-friendly materials reduce waste generation at the source. When waste is unavoidable, Crowley prioritizes responsible management through recycling, waste to energy, and proper disposal through certified partners. Through annual evaluations, Crowley ensures ongoing compliance with regulations and continually seeks opportunities to further reduce waste across its business units and individual waste streams. Crowley utilizes master services agreements with companies utilized for waste management services which include providing evidence of meeting regulatory obligations and periodic audits around compliance with requirements. Waste related data is based on Waste Management monthly KPI for non-hazardous waste where appropriate. EPA Hazardous Waste Manifests are utilized to collect hazardous waste data.	GRI 306-2
Spills	Aggregate volume of spills and releases to the environment: 2.21m3 In 2024, Crowley included disclosure data for spills to environment from marine vessels and land side/terminal operations. Previous disclosure data included only marine vessel spills to environment.	GRI 306-3 SASB TR-MT-160a.3

Elevating People

Topic	Response	Metric Reference
Workplace Health and Safety		
Hazard Identification	Hazards are identified through proactive measures such as risk assessments, site visits, and near miss reporting, and reactive measures, such as incident response and investigations, learning teams and CAPAs (corrective and preventative actions). Hazards and the associated risks are defined and classified using a severity matrix, addressed through the creation of business unit specific procedures and work instructions, and monitored through a monthly scorecard, quarterly reviews, and continuous improvement discussions at all levels of the organization. Our proactive safety culture ensures employees are trained in hazard recognition and the above processes to a level appropriate to their role; our employees are empowered to directly report hazards through established systems.	GRI 403-2 GRI 403-7
Employee Reporting	Our proactive safety culture ensures employees are trained in hazard recognition to a level appropriate to their role. All employees are enabled to directly report hazards through established systems including through their supervisor, business unit specific reporting tools, the designated person ashore (DPA), or anonymously through our Ethics Hotline. Additionally, our systems for near miss reporting allow us to address potential hazards before incidents occur. Crowley prohibits retaliation against anyone reporting hazards or stopping unsafe work. We fully support stop work authority for all employees and contractors, ensuring everyone has the right to stop unsafe practices without fear of repercussions.	
Supporting Policies	Policies supporting our integrated Safety Management System include: Code of Conduct, Non-Discrimination and Anti-Harassment, Internal Investigation, Whistleblower Protection Policy and Procedure, Foreign Corrupt Practices Act Policy, and Relationships in the Workplace. Crowley's policies align with the principles set forth in the UN Global Compact. In 2024, we began the process to obtain enterprise-wide ISO 9001, 14001 and 45001 certifications.	
Confidentiality	Crowley ensures the confidentiality of the health-related information of workers and their participation in occupational health services through strict adherence to HIPAA regulations and internal policies. We implement strict access controls and secure storage measures, conduct regular audits, obtain informed consent, prohibit discrimination based on health status, and provide ongoing training to employees.	GRI 403-3
Feedback	Crowley fosters worker participation in occupational health and safety through structured processes for input and feedback. Our Lead with Safety program provides an opportunity for front line workers to engage directly with leadership to provide feedback on areas of improvement and success in workplace safety. Crowley also conducts learning teams where we bring together a diverse group including front-line workers, supervisors, and managers to discuss work practices and incidents. This collaborative approach ensures a variety of perspectives and insights are considered and enhances our safety culture and management system.	GRI 403-4

Elevating People

Topic	Response	Metric Reference
Workplace Health and Safety		
Training	Crowley conducts occupational health and safety training specific to personnel roles, responsibilities, activities, and work locations based on regulatory requirements and industry best practice using a risk-based approach. This ensures that all employees receive training appropriate to the hazards and associated risks they may encounter, empowering them to work safely and effectively in their respective roles.	GRI 403-5
Work-Related Injuries	Data is for Crowley employees only. Rates are calculated based on 200,000 hours worked. All injuries are classified according to OSHA standards.	
		20232024
	Number of fatalities	00
	Number of road traffic deaths	00
	Number of high-consequence injuries	5339
	Lost-time injury rate	0.750.39
	Number of recordable injuries	134162
	Recordable injury rate	1.911.63
	Rate of non-fatal injuries by gender	Female: 3.42 Male: 1.56 There were zero fatalities regardless of gender. However, our HRIS system went through a restructuring in September 2024, and we are unable to detail the hours and injuries by gender for the purposes of this report.
	Total hours worked In 2024, we aligned with marine industry standards to calculate work hours for marine vessel personnel 24 hours per day for live-aboard vessel. Work hours were calculated based on payroll data through 2023.	14,042,49219,884,884

Elevating People

Topic	Response		Metric Reference
Workplace Health and Safety			
Main Types of Injuries	Sprains / Strains, Contusions, Lacerations, Foreign Objects, Fractures		GRI 403-9 SASB TR-MT-320a.1 SDG 3.6.1 SDG 6.2.1 SGD 8.8.1
High-Consequence Injuries	Contusions, Sprains / Strains / Tears, Fractures We define high consequence injuries as lost time injuries according to OSHA standards.		
Hazard Determination	Hazards are identified through proactive measures such as risk assessments, site visits, and near miss reporting, and reactive measures, such as incident response and investigations, learning teams, and CAPAs (corrective and preventative actions). Hazards and the associated risks are defined and classified using a severity matrix, addressed through the creation of business unit specific procedures and work instructions, and monitored through a monthly scorecard, quarterly reviews, and continuous improvement discussions at all levels of the organization. Our proactive safety culture ensures employees are trained in hazard recognition and the above processes to a level appropriate to their role; our employees are empowered to directly report hazards through established systems.		
Preventative Measures	Actions taken to minimize risks of hazards include proactive injury prevention through engineering and administrative controls, use of personal protective equipment (PPE), maintaining risk registers, data analysis to identify frequently occurring hazards, and management site visits. 100% of facilities where employees are present have safely managed sanitation services and hand-washing facilities with soap and water.		
Marine Casualties	29	Crowley defines a marine casualty as an event that requires an official report to the U.S. Coast Guard on form 2692.	SASB TR-MT-540a.1
Conditions of Class	151	Includes only vessels that are part of the emissions inventory.	SASB TR-MT-540a.2
Port State Control Deficiencies	83	A deficiency is defined as a condition found non-compliant with the requirements of one or more of several international conventions.	SASB TR-MT-540a.3
Port State Detentions	0	A detention is defined as an intervention action by a port state, taken if the condition of a ship or its crew does not substantially adhere to the applicable conventions.	

Elevating People

Topic	Response						Metric Reference	
Talent and Culture								
Diversity of Employees	Admin includes active non-union, full-time, part-time, non-temp employees as of Dec. 31, 2024. Person of Color metric is available for U.S. employees only. SLT includes active SLT employees as of Dec. 31, 2024. Leadership includes active manager, director and vice president employees as of Dec. 31, 2024.						GRI 405-1 SDG 5.5.2	
		Gender		Age		Diversity Indicator		
		Female	Male	<30	30-50	>50		Person of Color
	Admin	43.5%	56.5%	16.5%	56.8%	26.7%		38%
Governance Diversity	SLT	18.2%	81.8%	0%	36.4%	63.6%	18.2%	
	Leadership	33.4%	66.6%	1.1%	56.5%	42.4%	28.7%	
Remuneration Policy	Our senior executives, including our Chairman and Chief Executive Officer, are evaluated on key objectives that include strengthening our core values of Integrity, Sustainability and Drive as part of their performance and compensation reviews. Executive remuneration is tied directly to the outcomes of selected ESG targets, which include sustainability and safety and ensuring the organization's positive impact on the economy, environment, and people.						GRI 2-19	
Remuneration	Ratio of remuneration of women to men; includes women and men in senior management positions at director level and above.						GRI 405-2	
				2023		2024		
	Salary Ratio			89%		92%		
	Remuneration Ratio			85%		90%		
Annual Compensation	Represents total cash payout and bonus paid out at 80% of target.						GRI 2-21	
				2023		2024		
	Ratio			59:1		57:1		
	Ratio of total compensation of the highest paid individual to the median total compensation of all other employees.							

Elevating People

Topic	Response					Metric Reference
Talent and Culture						
Essential Health Coverage	The percentage of our employee population covered by company-provided health insurance is 89%. This is primarily driven by administrative employee elections of health coverage and does not include coverage outside of company provided benefits. Our union employee population is 100% covered by company provided health insurance.					SDG 3.8.1
Talent Attraction, Retention and Development						
New Hires and Turnover		Number of New Hires	Percentage of New Hires	Number of Turnovers	Percentage of Turnovers	GRI 401-1
	Female	113	24.9%	320	16%	
	Male	341	75.1%	1,680	84%	
	U.S.	349	76.9%	1,893	94.7%	
	Central America	98	21.6%	104	5.2%	
	Australia	7	<1%	0	0%	
	Germany	3	<1%	0	0%	
Parental Leave		Female		Male		GRI 401-3
	Eligible Employees - Admin	627		996		
	Took Leave	11		34		
	Returned After Leave	11		34		
	Post-Leave Retention	91%		79%		

Elevating People

Topic	Response			Metric Reference
Talent Attraction, Retention and Development				
Training	Includes only training recorded in our learning management system in 2024. Union-shoreside training in 2024 was managed at the local office/terminal level with records kept on site rather than in a centralized location. By the end of 2025, we expect to have moved the union-shoreside population training records into our learning management system.			GRI 404-1
		Average Hours of Training Completed		
	Admin	9.9		
	Union Mariner	28.6		
	Union Shoreside	7.9		
Sustainability Training and Engagement	Our sustainability engagement platform had 1,888 participating users. The platform enabled employees with learning and engaging opportunities at work, at home and through the communities we serve. Within the U.S. mainland, Central America, Puerto Rico and the U.S. Virgin Islands, 209 charities were impacted through financial giving and 227 through volunteering.			SDG 13.3.1
Performance Reviews		Review Offered	Review Completed	GRI 404-3
	Total	100	100	
Labor Management and Human Rights				
Human Rights	Crowley's human rights policy is guided by the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. This ensures our alignment with the universal principles on human rights, labor, environment and anti-corruption. Our policy applies to all of Crowley and extends to our suppliers through our Supplier Code of Conduct. The policy commitments include respect for human rights and human rights due diligence to identify and prevent adverse human rights impacts in business activities. The Code of Conduct further enforces ethical business conduct and human rights for all Crowley employees.			GRI 2-23
Collective Bargaining	Crowley can demonstrate the right to free association and collective bargaining through our relationships with 7 unions covering 40 separate collective bargaining agreements, with 48% of our employees covered by collective bargaining agreements in 2024. Our agreements may influence but do not determine the benefits provided to non-union employees. We encourage reporting of any violations of our Human Rights policy or others through our Ethics Hotline. All reports through the Ethics Hotline are promptly investigated.			GRI 407-1 GRI 2-30 SDG 8.8.2

Elevating People

Topic	Response	Metric Reference		
Labor Management and Human Rights				
Critical Concern Communication	The Board and Audit Committee meets at least twice yearly, and any critical concerns and enterprise risks are reviewed as part of those meetings. We also have a management-level enterprise risk committee that periodically assesses our enterprise risks. This committee includes key members of our senior leadership team.	GRI 2-16		
Raising Concerns	Every employee is expected to report actual and suspected violations of our Code of Conduct. Concerns can be raised through several mechanisms, including through management, Designated Persons Ashore (DPA), any member of our Safety and Environmental Assurance team, any member of our Human Resources and Legal Department, or EthicsPoint, our confidential business ethics hotline.	GRI 2-26		
Child and Forced Labor: Operations	Crowley performs documentation checks, such as I-9 e-verification, to confirm the age of our employees is over 18. We also incorporate the requirement to follow applicable labor laws into our Supplier Code of Conduct, purchase order and contract terms and conditions.	GRI 408-1		
Child and Forced Labor: Suppliers	Crowley identifies our purchased goods and products at high risk for child and forced labor across the world using the U.S. Department of Labor International Bureau of Labor Affairs (ILAB) List of Goods Produced by Child Labor or Forced Labor. As part of our supplier evaluation, we ensure all bidders/suppliers agree to follow our Supplier Code of Conduct prohibiting child and forced labor. Sustainability Scorecard identifies the percentage of assessed suppliers by industry and geography that have no evidence of labor, environmental, safety and health policies. Those suppliers that offer no evidence of labor safety practices would be considered a significant supply chain risk. See Labor Risks.			
Supplier Responsibility				
Supplier Assessment		Social Impacts	Environmental Impacts	GRI 414-1 GRI 308-2
	Percentage New Suppliers Screened	48.65 %	48.65%	
	Total Number of Suppliers Assessed	538	538	
	Number of Suppliers with Identified Significant Impacts	2	2	
	Improvement Plans	0	0	
	Terminated Relationships	0	0	
Local Suppliers	8.96% of our procurement budget at significant locations of operation was spent with local suppliers. Significant locations are those with >100 people in office. Suppliers are considered local when the vendor distribution center or headquarters is located in the same state as the requester’s site location.			GRI 204-1

Elevating People

Topic	Response	Metric Reference
Community Engagement and Support		
Industry Associations	WISTA International, University of North Florida, Women Offshore, Clean Cargo, SmartWay, Washington Maritime Blue, Chamber of Shipping of America (CSA), American Waterways Operators (AWO), World Shipping Council (WSC), Society for Gas as a Marine Fuel (SGMF), Blue Sky Maritime Coalition (BSMC), National Safety Council Waterborne Transport Group, Ship Recycling Transparency Initiative, Think HUGE, U.S. Chamber of Commerce.	GRI 2-28

Integrity and Stewardship

Topic	Response	Metric Reference
Corporate Governance, Ethics, and Compliance		
Chairman and CEO	Thomas B. Crowley, Jr.	GRI 2-9 GRI 2-11
Senior Leadership Team	At Dec. 31, 2024: Chairman, President and CEO: Thomas B. Crowley, Jr. Chief Operating Officer: Ray Fitzgerald Chief People and Regulatory Officer: Megan Davidson Chief Financial Officer: Vacant Chief Strategy Officer: Deepak Arora Chief Information Officer: Erika Grazioso Senior Vice President and General Manager, Crowley Logistics: Brett Bennett Senior Vice President and General Manager, Crowley Shipping: James Fowler Senior Vice President and General Manager, Crowley Wind Services: Bob Karl Senior Vice President and General Manager, Crowley Fuels: Kollin Fencil Senior Vice President and General Manager, Crowley Land Transportation: Phil Shook	
Corporate Officers	At Dec.31, 2024: Chairman, President and CEO: Thomas B. Crowley, Jr. Chief Operating Officer: Ray Fitzgerald Chief People and Regulatory Officer: Megan Davidson Chief Financial Officer: Vacant Vice President and Treasurer: Steve Himes, Jr. Vice President and Controller: Tony Otero Vice President, General Counsel and Corporate Secretary: Reece Alford Vice President, Tax, and Assistant Treasurer: Richard Lamb, Jr. Assistant Treasurer: Robert Jefferson	
Business Unit Advisory Boards	The Logistics advisory board continued to be active in 2024.	

Integrity and Stewardship

Topic	Response	Metric Reference
Corporate Governance, Ethics, and Compliance		
Conflicts of Interest	Crowley's Code of Conduct fosters an ethical culture while ensuring compliance with internal policies, and applicable laws and regulations. When a conflict occurs, or if an employee is uncertain if a relationship or outside interest might create a conflict or the appearance of a conflict, company policy requires employees to make prompt full disclosure to the company of all the facts and circumstances of the situation. Conflict disclosures are made by completing a disclosure form located on Crowley's Compliance Hub or by contacting the Ethics and Compliance department. All potential conflicts must be reviewed by Ethics and Compliance who will consult with senior management and approve or reject.	GRI 2-15
Corruption Risks	Crowley's Foreign Corrupt Practices Act Policy and Guidelines define the requirements, roles and responsibilities, and training to ensure compliance with the FCPA and all anti-corruption laws in the jurisdictions where Crowley operates. Training is provided to administrative employees every three years. Approval by Compliance or Legal is required before making payments to foreign officials or for a foreign official's lodging or travel expenses. In dealing with third parties, Crowley requires anti-corruption representations and warranties in key contracts, and in certain instances, signed annual anti-corruption certifications, and audit rights. Prior to engagement with a third party, due diligence is performed which includes history of compliance with anti-corruption laws. The same due diligence is performed prior to mergers, acquisitions and joint ventures. Through the annual assessment in 2024, we identified: fraud controls are effective, decrease in conflicts of interest and decline in substantiated fraud allegations. Crowley has a Corporate Ethics and Compliance program, which encompasses anti-corruption compliance oversight. Allegations of corruption can be reported through the ethics hotline, and are investigated.	GRI 205-1 GRI 205-2 GRI 205-3 GRI 206-1 SASB TR-MT-510a.2 SDG 16.5.1
Incidents	There have been no confirmed incidents of corruption, contracts canceled due to corruption, public legal cases, monetary losses due to corruption, payments of bribes to public officials, or anti-trust actions pending in 2024.	
Corruption Training		Percent Completed
	U.S.	77%
	Central America	67%
	Australia	100%
	Germany	100%

Integrity and Stewardship

Topic	Response	Metric Reference
Corporate Governance, Ethics, and Compliance		
Port Calls	Crowley made nine calls at ports in countries that fall within the 20 lowest rankings in the Transparency International's Corruption Perception Index.	SASB TR-MT-510a.1
Political Contributions	Crowley does not use corporate funds to make direct contributions to candidates for federal office, political parties, political action committees (PACs), super PACs, political committees, 527 groups, ballot question committees or 501(c)(4) organizations, or to pay for independent expenditures. We maintain a federal PAC, which allows eligible Crowley employees to pool their resources and support candidates whose positions are consistent with Crowley's. We report all Crowley PAC contributions to federal candidates to the Federal Election Commission as required by law.	GRI 415-1
Data Privacy and Cybersecurity		
Privacy and Data Loss	Crowley is committed to protecting the privacy of customer information. Like many organizations, we occasionally encounter attempts to access data without authorization. While we take these matters seriously and respond appropriately, specific details related to such events remain confidential.	GRI 418-1
Emergency Preparedness, Resilience, Adaptation		
Climate-related physical risks	A recent assessment estimated >90% of Crowley assets and business activities are vulnerable to climate-related physical risks, which include increased strength of hurricanes, earthquakes, flooding, landslides, sea level rise, emergencies or disruptive incidents impacting employees and customers.	GRI 201-2 IFRS S2 29
Climate-related transition risks	Transition risks to Crowley include regulatory uncertainty, local economic instability, infrastructure instability, political unrest, capital expenditure required for repowering assets, alternative fuel availability, customer demand for emissions reductions.	
Impacts of climate-related risks	Potential impacts of climate-related risks to Crowley's operations include disruption of transport of goods, stuck cargo, changes to operational capacity, and change in useful life of assets.	
Climate-related risk mitigation	Crowley is engaging in a number of mitigation strategies including, but not limited to, seeking grant funding opportunities, business continuity planning, and contingency planning for operations.	
Climate-related opportunities	Crowley recognizes climate-related opportunities in the following areas: microgrids, electrification, port modernization, LNG, offshore wind, and alternative fuels.	