

# Environmental, Social, and Governance Report 2024



## Forward-Looking Statements

This document contains forward-looking statements made pursuant to the Private Securities Litigation Reform Act of 1995. These statements are only predictions. The outcome of the events described in these forward-looking statements is subject to known and unknown risks, uncertainties and other factors that may cause our actual results, levels of activity, performance or achievements to differ materially from any future results, levels of activity, performance or achievements expressed or implied by these forward-looking statements. These statements include, but are not limited to, statements regarding the Company's business outlook; expected future results; expected future effective tax rates; and trends and assumptions about future periods. You can identify forward-looking statements by terminology such as "may," "will," "should," "could," "would," "expects," "intends," "plans," "anticipates," "believes," "estimates," "predicts," "potential," "continues" or the negative of these terms or other comparable terminology. Our business is subject to a number of risks and uncertainties, and our past performance is no guarantee of our performance in future periods. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance or achievements.

There are several risks and uncertainties that could cause our actual results to differ materially from the forward-looking statements in this document.

Important factors that could cause our actual results to differ materially from those expressed as forward-looking statements are set forth in our filings with the SEC from time to time, and include, among others: changes in political, business and economic conditions; the duration and impact of shortages in supply of used vehicles; the continuing impacts of geopolitical events, including armed conflicts in Ukraine, in and adjacent to Israel, and elsewhere; and impacts from escalating interest rates and inflation on the Company's operations; the operations of customers, project size and timing of auctions, operating costs, and general economic conditions; retail clients investing in their warehouse operations capacity to handle higher volumes of online returns, resulting in retailers sending the Company a reduced volume of returns merchandise or sending us a product mix lower in value due to the removal of high value returns; the numerous factors that influence the supply of and demand for used merchandise, equipment and surplus assets; the Company's need to manage the attraction of sellers and buyers in a broad range of asset categories with varying degrees of maturity and in many geographies; economic and other conditions in local, regional and global sectors; the Company's ability to integrate acquired companies, and execute on anticipated business plans such as the efforts underway with local and state governments to advance legislation that allows for online auctions for foreclosed and tax foreclosed real estate; the Company's need to successfully react to the

increasing importance of mobile commerce and the increasing environmental and social impact aspects of e-commerce in an increasingly competitive environment for our business, including not only risks of disintermediation of our e-commerce services by our competitors but also by our buyers and sellers; the Company's ability to timely upgrade and develop our technology systems, infrastructure and marketing and customer service capabilities at reasonable cost while maintaining site stability and performance and adding new products and features; the Company's ability to attract, retain and develop the skilled employees that we need to support our business; and other the risks and uncertainties set forth in the Company's Annual Report on Form 10-K for the year ended September 30, 2023, which are available on the SEC and Company websites. There may be other factors of which we are currently unaware or which we deem immaterial that may cause our actual results to differ materially from the forward-looking statements.

All forward-looking statements attributable to us or persons acting on our behalf apply only as of the date of this document and are expressly qualified in their entirety by the cautionary statements included in this document. Except as may be required by law, we undertake no obligation to publicly update or revise any forward-looking statement to reflect events or circumstances occurring after the date of this document or to reflect the occurrence of unanticipated events.

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## Message from Our CEO

At Liquidity Services, our success is defined by our ability to create continuous improvement for organizations, individuals, and the planet. Our surplus management solutions and marketplaces serve as engines for opportunity through which organizations, entrepreneurs, and buyers across the globe can participate in the circular economy. As we continue to grow as an organization and expand our presence across numerous industries, we commit ourselves to ensuring our operations are of the highest standard and our teams and communities are well-supported. With each day we scale our business and maximize our impact on the circular economy, we strive to navigate the reverse logistics landscape ethically and deliberately, taking into consideration the needs of all our stakeholders.

### Empowering People and Communities

Our employees are the engines which power our organization and drive our success, and we believe in fostering an environment that encourages creativity and rewards innovation. We seek out talented individuals from diverse backgrounds to keep a constant flow of new and exciting ideas, and implement programs which offer employees opportunities for both personal and professional development. Furthermore, we invest in our local and global communities through volunteerism, donations, and participation in charity events throughout the year. Our employees and

executive team regularly participate in our philanthropy initiatives, maximizing our impact and serving as a force for good as a unified organization.

### Powering Circular Commerce

As projections for the size of the reverse logistics market continue to skyrocket, we are poised to continue our leadership with more than twenty years of experience powering circular commerce through our e-commerce marketplaces and integrated services. We help our clients achieve their financial and zero-waste goals through innovative, sustainable solutions that seamlessly integrate reverse logistics best practices into existing operations. Moreover, our marketplaces serve as reliable, effective platforms for both buyers and sellers of surplus assets. With the recent staggering increases in cost of living across the U.S., our consumer offerings serve as an accessible resource for everyday shoppers to gain access to the goods they need at affordable prices while reducing carbon footprint in the process.

### Creating a Better Future

As we near our 25th year of operation, we remain steadfast in our dedication to providing clients with comprehensive, sustainable solutions to carry them into the future of circular commerce. The circular economy's necessity has never been greater and will only continue to grow as more and more organizations

recognize its potential and power. As our technological, economic, and service capabilities expand, so does our resolve to lead by example and create a better future through sustainable business practices.

It is our hope that this report offers you a deeper understanding of the circular economy and how our involvement optimizes the value of surplus assets across various industries, contributing to a better future for surplus.

Thank you for investing the time to learn more about Liquidity Services.

**William P. Angrick, III**

CEO and Chairman  
of the Board of Directors



## About Liquidity Services

As a leading global commerce company powering the circular economy since 1999, Liquidity Services has been on a mission to create a better future for the planet for nearly a quarter century. Dedicated to delivering exceptional service, our surplus management solutions and marketplaces enable clients to make well-informed and sustainable decisions, yielding significant and measurable outcomes both financially and environmentally. Leveraging our extensive global reach, diverse sales channels, and comprehensive service offerings, we streamline clients' operations, boosting productivity and aiding them in reaching their sustainability objectives.

Liquidity Services is a crucial participant in numerous zero-waste endeavors undertaken by our clients, which include corporations, federal agencies, and state and municipal governments across the globe. By extending the lives of millions of products across more than 600 diverse categories, we actively contribute to mitigating environmental degradation, avoiding greenhouse gas emissions, and minimizing other environmental risks associated with extracting raw materials and producing new items. Our efforts ensure that recyclable materials and viable products steer clear of incineration or landfill disposal, and a continually increasing number of buyers have access to these assets.

As a growing number of organizations adopt sustainability initiatives and begin modifying their operations to achieve green goals, Liquidity Services continues to evolve and expand our global reach to further the circular economy and create a better future for organizations, individuals, and the planet.

**15,000+**

trusted clients worldwide

**\$10 Billion+**

in completed transactions

**5 Million+**

registered buyers

**1 Million+**

transactions completed annually

**600+**

asset categories

**130+**

global fortune 1000 clients



## Our Core Values

Liquidity Services is guided by a set of deeply held beliefs, which serve as the cornerstone of our operations. Our position as a driving force in the circular economy is rooted in the fundamental principles which define our identity and inform our decisions as an industry leader.



### Integrity

Our partners and colleagues know they can trust us to always keep our promises, be transparent, and adhere to the highest ethical standards.



### Mutual Trust and Accountability

Our collaborative environment focuses on open communication, mutual respect, teamwork, and acknowledging our successes and failures.



### Customer Focus

Buyer and seller satisfaction are key to our continued success. We seek to exceed our customers' expectations every day.



### Shared Success

Everyone in our organization acts as leaders with a shared sense of pride in our accomplishments.



### Relentless Improvement

We embrace change and are motivated to constantly improve our individual and collective performance.



### Doing Well and Doing Good

By continuing to positively impact our clients and the environment, we make Liquidity Services a rewarding place to work.



### Innovation to Support Leadership

We continually seek out, develop, and implement new ideas to enhance our position as industry leader.

## Material Topics

The issues material to Liquidity Services which guide this report reflect the areas in which we play a significant role.

As we endeavor to create a better future for surplus, we recognize and consider the stakeholders who are impacted by our actions. To maximize our impact, we have implemented initiatives that prioritize organizations, individuals, and the planet both within and outside our organization.

### Environmental: The Planet

Our marketplace platforms foster zero-waste value chains which extend the lives of usable goods and provide asset management solutions for corporations, federal agencies, and state and local governments across the globe. Our mission is to enable organizations to unlock the full value of their surplus, striving to shift the current economic system towards a more circular one which prioritizes waste prevention, keeping usable assets out of landfills, and disposing of unusable goods sustainably.

### Social: People and Communities

Acknowledging the global impact of our business, we aspire to be a positive force within the communities we engage with, leveraging our successes to uplift others. We are committed to fostering a diverse, inclusive environment that encourages innovation and integrity and emphasizes teamwork to further our organization. By investing in our employees and communities worldwide, we strive to contribute to a better future for all stakeholders.

### Governance: Business Organizations

Our marketplaces set the standard for successful circular commerce, connecting buyers and sellers of surplus assets globally. We implement rigorous standards which go beyond industry norms, establishing our marketplaces as secure environments that enable businesses of all sizes, from emerging entrepreneurs to major retailers, to confidently engage in the exchange of goods and participate in the circular economy.



# Environmental: The Planet

Driven by our role as a leader in reverse logistics, we are dedicated to creating meaningful solutions and implementing internal environmental initiatives which positively influence the planet, helping transition traditional commerce to a healthier, more sustainable circular economy. As we continue to expand our reach and grow our organization, we are committed to setting the standard for sustainable business operations, applying our core values of Integrity and Relentless Improvement to every action we take.

We have implemented multiple recycling programs within our eight warehouses across North America with the goal of extending the life of every product's original intended purpose by redeploying, reusing and repurposing everything we feasibly can. Additionally, our auction marketplaces serve as hubs for sustainable commerce, connecting buyers and sellers across the globe to keep usable goods in circulation and out of landfills.

Our aim is to create a better future for the planet by connecting buyers and sellers of surplus assets and leveraging environmentally conscious in-house practices to demonstrate all that is possible when operations are crafted with sustainability in mind.



## Powering the Circular Economy

For almost 25 years, Liquidity Services has championed a circular model that provides opportunities for both business growth and environmental conservation. We enable businesses to proactively handle their surplus, overstock, and outdated assets, simultaneously curbing waste, carbon emissions, and the demand for natural resources.

By extending the usable life of hundreds of thousands of assets each year, we play a pivotal role in reshaping perspectives and behaviors concerning the production and consumption of goods for individuals and organizations alike. Our commitment lies in fostering a sustainable approach that not only benefits businesses, but also contributes to addressing pressing environmental concerns.

### To power the circular economy, we:

- **Manage**, value, and sell surplus across the globe in a broad range of asset categories and conditions
- **Maximize** recovery in an efficient global marketplace
- **Optimize** and execute surplus management strategies to achieve business goals



In 2023 we expanded the reach of our AllSurplus Deals marketplace, leveraging established warehouses in Hebron, Kentucky; Plainfield, Indiana; Pittston, Pennsylvania; and Garland, Texas to provide everyday shoppers in these areas access to returned and overstock retail items, usable goods which have historically been unavailable to the general public.

Consumer returns are a rapidly growing market which represent only a fraction of the trillion-dollar reverse logistics industry<sup>1</sup> and whose growth in popularity in the secondary market coincides with increasing inflation rates and cost-of-living increases across the U.S.<sup>2</sup> Our AllSurplus Deals marketplace serves as a refuge for both consumers and retailers, providing an affordable way for shoppers to buy the items they need while simultaneously netting recovery for businesses looking to sustainably offload surplus and overstock goods.

By providing everyday shoppers access to surplus retail goods, AllSurplus Deals makes it easier for individuals to participate in the circular economy and make a meaningful impact on the planet with each purchase. In an interview with NBC News, a frequent customer at our AllSurplus Deals Pittston, PA location expressed the benefits our marketplace provides for both retailers and shoppers by making these products available for purchase, “They’re getting a deal, we’re all getting a deal.”<sup>3</sup>

<sup>1</sup> SOURCE: “Reverse Logistics Market Share, Size, Trends, Industry Analysis Report, By Return Type (Recalls, Commercial Returns, Repairable Returns, End-of-Use Returns, End of Life Returns); By Service; By End User; By Region; Segment Forecast, 2023 - 2032”, published August 2023, Polaris Market Research <https://www.prnewswire.com/news-releases/global-size-of-reverse-logistics-market-envisaged-to-reach-usd-2-986-17-billion-by-2032--at-12-3-cagr-growth-polaris-market-research-301908113.html>

<sup>2</sup> SOURCE: “From housing to energy to food, US inflation picks up, though some costs rise only mildly”, published January 11, 2024, AP News <https://apnews.com/article/inflation-prices-interest-rates-economy-federal-reserve-cf51946cbd00f89509a97ea041b515e6>

<sup>3</sup> SOURCE: “Those socks you returned after the holidays could be auctioned off at a warehouse in Pennsylvania”, published January 7, 2024, NBC News <https://www.nbcnews.com/business/consumer/holiday-gift-returns-bargain-bin-resale-auctions-rcna131955>



## AWARD SPOTLIGHT:

### 2023 Reverse Logistics Association Innovation Solutions Partner

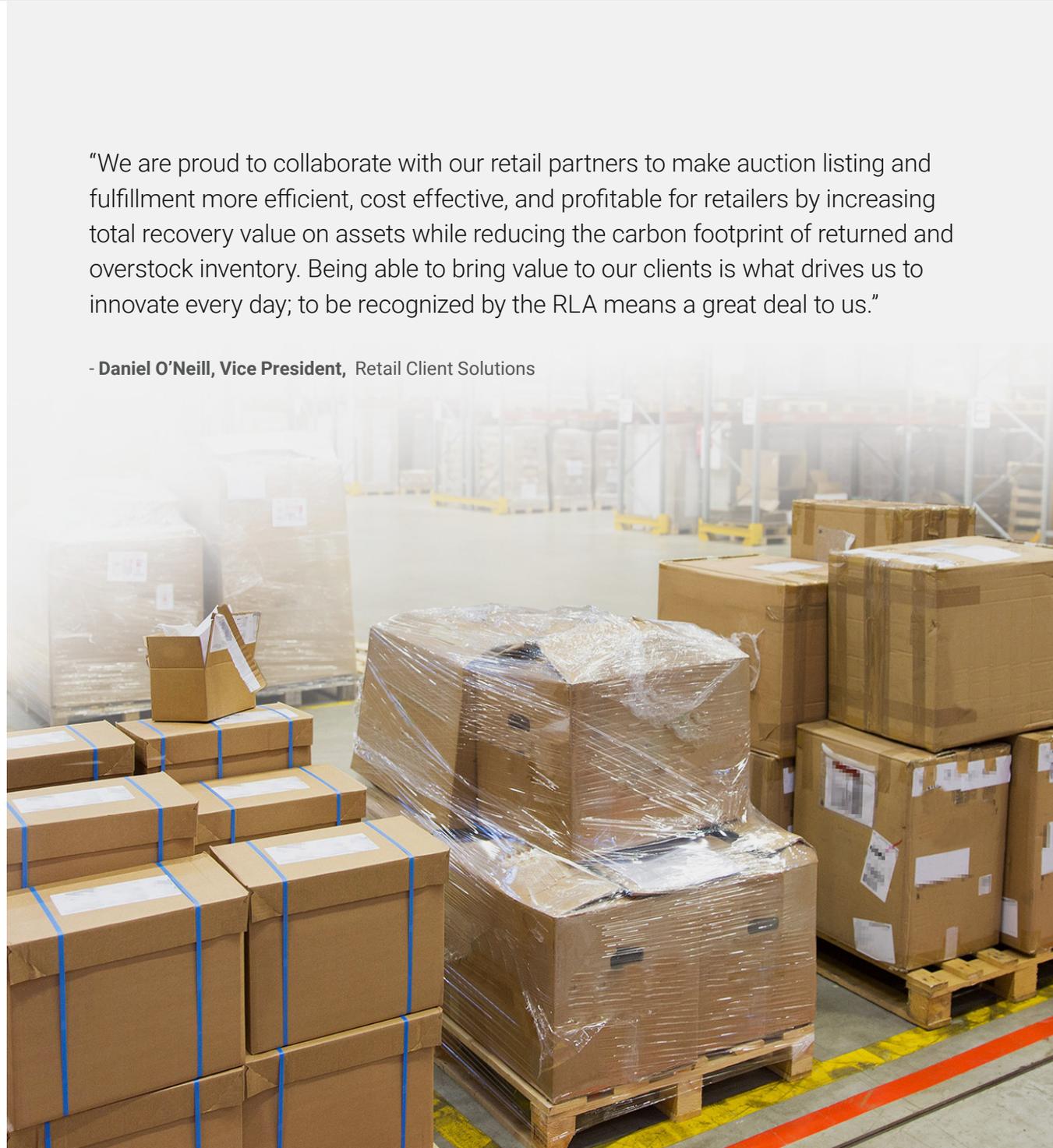
Liquidity Services received the 2023 Innovation Solutions Partner Award by the Reverse Logistics Association (RLA) during the RLA Conference & Expo hosted February 2023 in Las Vegas, Nevada. The award recognizes and honors the company which demonstrates measurable improvements in efficiency and return on investment for customers, seamlessly integrates reverse logistics solutions with customers' technology infrastructure, and exemplifies innovative use of technology.

We were nominated by one of our major retail clients for our novel Automated Sell-in-Place program, a software solution which measurably increased the client's recovery by about 20% and had an average auction success rate of more than 90%, while simultaneously eliminating touches and reducing the retailer's carbon footprint.



"We are proud to collaborate with our retail partners to make auction listing and fulfillment more efficient, cost effective, and profitable for retailers by increasing total recovery value on assets while reducing the carbon footprint of returned and overstock inventory. Being able to bring value to our clients is what drives us to innovate every day; to be recognized by the RLA means a great deal to us."

- Daniel O'Neill, Vice President, Retail Client Solutions



**SPOTLIGHT:**

## Machinio Supports XCMG Reconditioned Machine Program

Our Machinio marketplace is a global platform for buying and selling machinery and equipment, fostering circular commerce by connecting businesses with buyers, and buyers with the assets they need. One such business is Asia-based multinational corporation XCMG E-commerce, Inc., a subsidiary of the renowned global heavy equipment manufacturer XCMG.

In 2023, the company turned to Machinio to facilitate the sale of thousands of refurbished construction machinery assets as part of its ‘XCMG Reconditioned Machine’ program, marking the second year of Machinio’s partnership with XCMG to sell assets through this initiative.

Through this program, XCMG E-commerce, Inc. collects used XCMG-brand equipment and machinery and conducts a thorough reconditioning process, restoring the assets to usable condition. This process includes a rigorous 300+ point inspection, refurbishing, repairing, and replacing worn parts, and thorough testing to ensure the highest level of performance and durability. The last step in the XCMG Reconditioned Machine program is leveraging Machinio’s expansive global marketplace platform to find the right buyers for these assets, extending their circularity.

Through this collaboration, Machinio is able to assist XCMG in profitably and efficiently breathing new life into their assets, extending the usability of their products and contributing to the circular economy on a global scale.



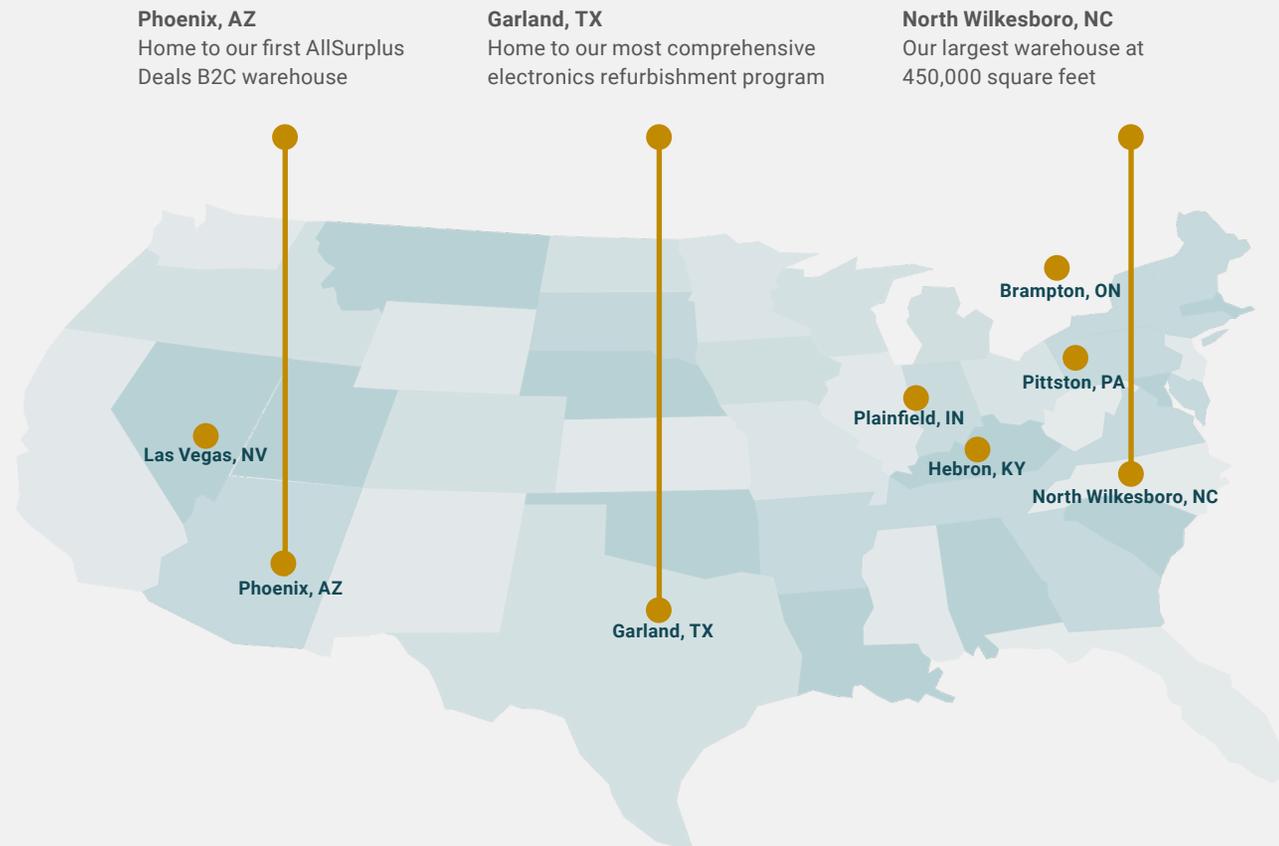
## Recycling Programs

Every day, our warehouses receive returned, overstock, and surplus goods on pallets, packaged in Styrofoam, and stored in cardboard boxes. As a global leader powering circular commerce, we believe the responsibility of extending the life of every product’s original purpose includes that of these packaging materials.

To reduce the waste in our warehouses as much as possible, we established a series of recycling programs which serve to reuse, repurpose, and recycle the thousands of tons of packaging and scrap material that come through our eight warehouses across the U.S. and Canada each year. Wooden pallets, Styrofoam, cardboard, and scrap electronic material are kept in circulation within our warehouses for the entirety of their functional life, and sustainably disposed of once we have extracted the maximum amount of usability from these items, thus enhancing their circularity.

*“We’re in the business of circularity, and that’s something we strive towards in every aspect of our operations. Our recycling programs are not only cost-saving measures, but ensure we demonstrate sustainable practices from the time we receive an item to when it reaches the end-user.”*

- **Jeff Rechtzigel**, Vice President of Retail



In 2023, our U.S. and Canadian warehouses recycled **357,000** pounds of electronic materials.



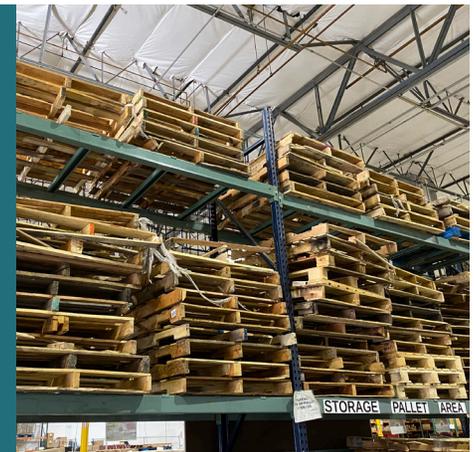
## Electronics Recycling

Each year, our warehouses across the U.S. and Canada receive thousands of returned and surplus electronic goods, many of which are refurbished by our in-house team. Devices and scrap material which have been deemed unsellable through our normal channels because they are either beyond repair or cannot be securely wiped of data are redirected to our Electronics Recycling Program. Through this initiative, our team sends the unusable and scrap electronic material to a recycling and processing facility in the U.S., where valuable metals such as gold and zinc are extracted and the remaining material is safely and appropriately recycled, ensuring no part of the electronic goods are wasted.

## Wood Pallet Reuse and Recycling

Every day, our warehouses receive, transport, and sell thousands of pallets of returned and overstock goods. Through our Wood Pallet Reuse and Recycling program, we keep these wooden pallets in circulation as long as possible in order to avoid wasting usable, recyclable material. Pallets in good, usable condition are reused to ship customer purchases, transport items between warehouses, and store goods in our warehouses. Pallets which have reached the end of their usable life are either repurposed into new pallets by our warehouse team or sent out to a recycling facility where they are converted into mulch. By reusing, refurbishing, and recycling the more than 100,000 pallets we receive each year, we are able to mitigate the environmental impact of creating new wooden pallets.

In 2023, we recycled more than **103,000** pallets, which equates to around **2,060** tons of wood material.



In 2023, we recycled over **767,000** pounds of cardboard across our warehouses.



## Cardboard Reuse and Recycling

Our warehouses receive hundreds of tons of cardboard each year, so we created our Cardboard Reuse and Recycling program to reuse and repurpose as much as we can, diverting the usable material from landfills. Through our program, cardboard which is in serviceable condition is used to pack orders, store goods within our eight warehouses across the U.S. and Canada, and serve as transport vessels for products being moved between warehouses. Cardboard which has reached the end of its usable life is collected and sent to recycling facilities to be processed into new cardboard, thus extending the circularity of these materials.

## Styrofoam Recycling

Styrofoam, or expanded polystyrene (EPS), is a popular material in electronics and delicate goods packaging which is also notoriously difficult to dispose of safely because it is non-biodegradable. Our warehouses receive thousands of pounds of Styrofoam each year, so we created the Styrofoam Recycling program to mitigate the environmental impact of our operations. Through this program, our Brampton, ON and Garland, TX warehouses collect Styrofoam and use FD-10 Styrofoam densifiers in-house to condense the material into blocks, which are then sorted into bags and shipped out to recyclers local to each area. At our Canadian warehouse location, the recycled Styrofoam is reshaped into packing material for picture frames, television packaging, and more. On average, our Styrofoam Recycling program keeps about 20 tons of the material out of landfills each year.

In 2023, our U.S. and Canadian warehouses recycled more than **45,000** pounds of Styrofoam.



**SPOTLIGHT:**

## New Jersey School Board Improves Circularity Through GovDeals

In 2023 the Board of Education in Millburn, New Jersey, like countless other school systems across the country, was faced with the challenge of collecting, inventorying, wiping, and disposing of or selling all electronic devices which could not be used the upcoming school year. Sustainability and data security were critical concerns for the Board, as electronic waste (or e-waste) is a rapidly growing waste stream which can release toxic substances into the environment if improperly recycled or disposed of.<sup>1</sup> With 1,655 Apple products and 22 SMART panels to offload, the Board sought an option which would allow them to offer the devices only to qualified e-recyclers with specific certifications, a solution which not only addressed data security concerns but also championed environmental responsibility.

Through our GovDeals marketplace, the Board of Education was able to list all its available electronics as a single package and leverage the site's built-in system to restrict their auction to certified e-recyclers only. Through this feature, the Board was also able to view and approve all interested parties before they could bid, allowing further control and assurance the electronics would go to a qualified buyer who met their standards for sustainability and proper e-waste disposal.

At the conclusion of the sale, the electronics were successfully sold to GDI Trading, an established IT Asset Disposition (ITAD) partner based out of Elizabeth, New Jersey. As an ITAD partner, GDI Trading specializes in managing the end-of-life cycle for various technology assets, including computers, servers, networking equipment, and other electronic devices. Through GovDeals' comprehensive auction marketplace, the Board was able to responsibly and sustainably recycle their e-waste while also generating a profit for their district.

<sup>1</sup> The [World Health Organization](#) reports "Lead is one of the common substances released into the environment if e-waste is recycled, stored or dumped using inferior activities, such as open burning."



# Social: People and Communities

As we continue to expand our reach and grow our organization, we believe in sharing the fruits of our accomplishments with our employees and the communities around us.

Giving back to local and global communities allows us to leverage Liquidity Services' status and resources as a global leader to positively impact the people and environment around us.

Furthermore, our achievements as an organization are a direct result of the unwavering dedication and hard work our employees put forth every day, and it is through nurturing and supporting our teams that we are able to achieve our mission of creating a better future. To invest in the individuals who drive Liquidity Services, we provide professional development programs and resources aimed at fostering shared success.

Our aim is to cultivate a company culture that encourages employees to express their thoughts, share innovative ideas, and utilize Liquidity Services' global influence to bring about positive change in our surrounding communities.



## People

### Training and Education

Employees who pursue continuing and higher education can take advantage of our Tuition Reimbursement Program, which offers \$1,500 a year per employee towards college courses, seminars, and certifications. This program provides an incentive for employees to better themselves through education, which many of our employees have used to expand skills and improve understanding of our industry.

### Investing in Our Employees

It is our belief that, in order to foster innovation and creativity, it is imperative our employees feel supported by Liquidity Services both inside and outside work. Since 2022, we have used the Performance Conversations Method to provide employees individualized support which fosters both personal and professional development; as well as improves communication with managers. This holistic approach to employee performance management replaced our traditional, retrospective performance appraisal process. Through the Performance Conversations Method, employees receive regular performance check-ins during which they engage in dialogue with their managers to set goals and receive feedback, support, and coaching.

Our Employee Work/Life Assistance Program, provided through Mutual of Omaha, offers employees free and confidential access to speak with mental health professionals and receive assistance on a variety of personal and professional matters including:

- Childcare and elder care
- Alcohol and drug abuse
- Stress and anxiety with work or family
- Financial and legal concerns
- Grief and loss
- Goal-setting



## Diversity, Equity, and Inclusion

### Diversity and Equal Opportunity

For us to truly be a global leader, we believe it is essential that we foster a workplace which attracts, develops, and retains a diverse team of employees who consistently deliver exceptional performance. Our strength lies in our diversity. In our endeavor to create a better future for surplus, we have cultivated Liquidity Services into a gratifying workplace where differences, ideas, and experiences are not just accepted but embraced.

We firmly believe in the pivotal role our employees play in achieving our business goals and growth strategies. As part of our proactive approach, we actively seek and recruit talent from diverse demographic and geographic backgrounds, allowing us to tap into a wide array of skill sets and perspectives. This strategy contributes to the establishment of a diverse, multicultural workforce that enhances our problem-solving capabilities and introduces innovative solutions to a broad spectrum of clients and customers.

### Non-Discrimination

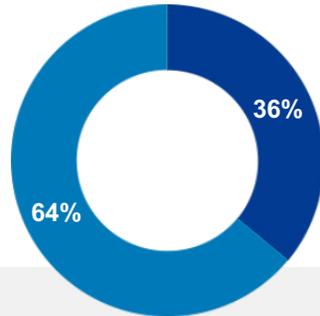
Liquidity Services requires all individuals to be treated with respect and dignity, in a safe, professional, collaborative environment. We prohibit any form of unlawful discrimination and will not tolerate, condone, or allow such conduct by fellow employees, supervisors, managers, customers, or other non-employees who conduct business with the company. This policy applies to all decisions affecting employee hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. Complaints alleging violations of this policy may be raised under the company's Hotline Reports and Compliance Incidents policy.



## Employee Diversity

### Gender Diversity

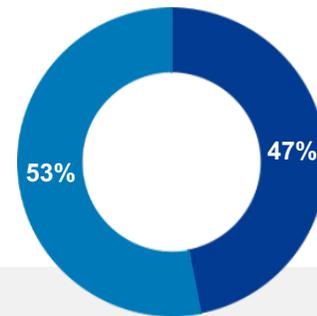
Management vs Staff



Management

36% Female

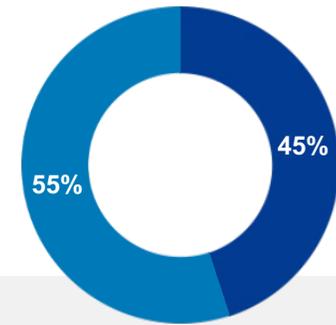
64% Male



Staff

47% Female

53% Male



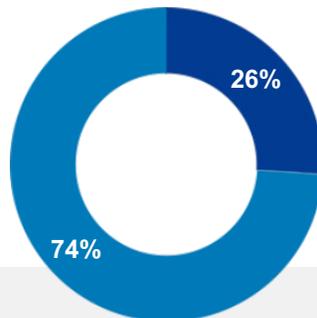
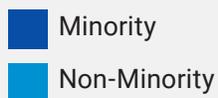
All Employees

45% Female

55% Male

### Ethnic Diversity

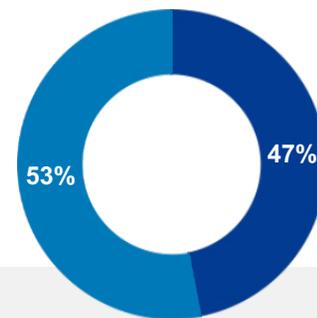
Management vs Staff



Management

26% Minority

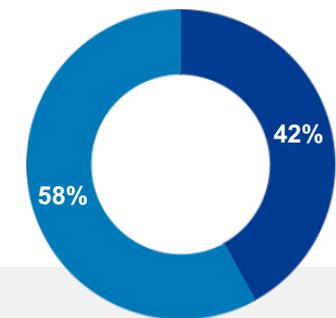
74% Non-Minority



Staff

47% Minority

53% Non-Minority



All Employees

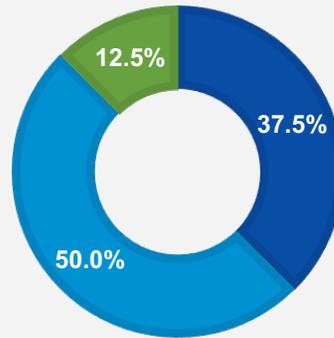
42% Minority

58% Non-Minority

## Board Diversity

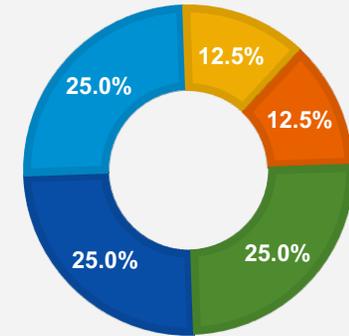
Liquidity Services recognizes the value of diversity among directors. Having a variety of viewpoints improves the quality of discussion, contributes to a more effective decision-making process, enhances the overall culture of the boardroom, and helps the Board address the complex issues it faces. Additional information on our directors and their specific qualifications and experiences are set forth below.

For more information about our board of directors, see our [2024 Proxy Statement](#).



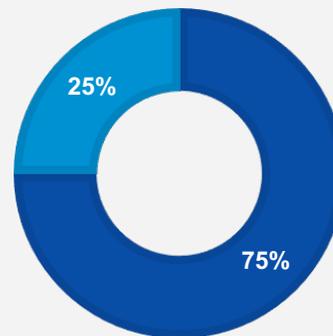
■ Age 50-59 ■ Age 60-69 ■ Age 70+

Age Diversity of Directors



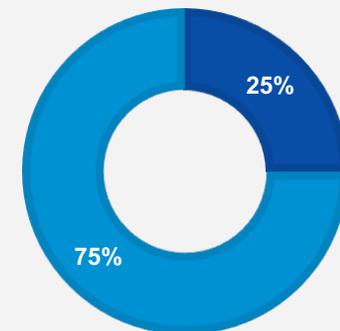
■ 0-5 Years ■ 5-10 Years ■ 10-15 Years  
■ 15-20 Years ■ 20+ Years

Tenure Diversity of Directors



■ Male ■ Female

Gender Diversity of Directors



■ Minority ■ Non-Minority

Racial/Ethnic Diversity of Directors

## Communities

As a global organization and a leader in sustainable commerce, we recognize our responsibility to the local and global communities in which we operate. In 2023, we were involved with a number of organizations addressing environmental and social issues, youth mentoring, and education, making a positive impact in communities worldwide. These initiatives included community-focused organizations in Phoenix, Arizona, the Big Brothers Big Sisters of America mentorship program, and toy drives across our eight warehouses in the U.S. and Canada.

## Key Core Values



### Doing Well and Doing Good

By continuing to positively impact our clients and the environment, we make Liquidity Services a rewarding place to work.



### Relentless Improvement

We embrace change and are motivated to constantly improve our individual and collective performance.



### Shared Success

Everyone in our organization acts as leaders with a shared sense of pride in our accomplishments.

## Holiday Charity

The holidays can be a challenging time for families struggling with financial hardship. Presents, time off work, and special meals with loved ones are luxuries not everyone is afforded.

To make the holidays special for our local communities in 2023, five of our warehouses across North America organized toy drives to collect presents to donate to those less fortunate. The gifts were distributed through the Toys for Tots and the Salvation Army holiday donation programs, with each warehouse averaging about 20 gifts. Additionally, our Plainfield, Indiana warehouse participated in an adopt-a-family program during the holidays, providing support to a family of three from a local women's domestic violence shelter.





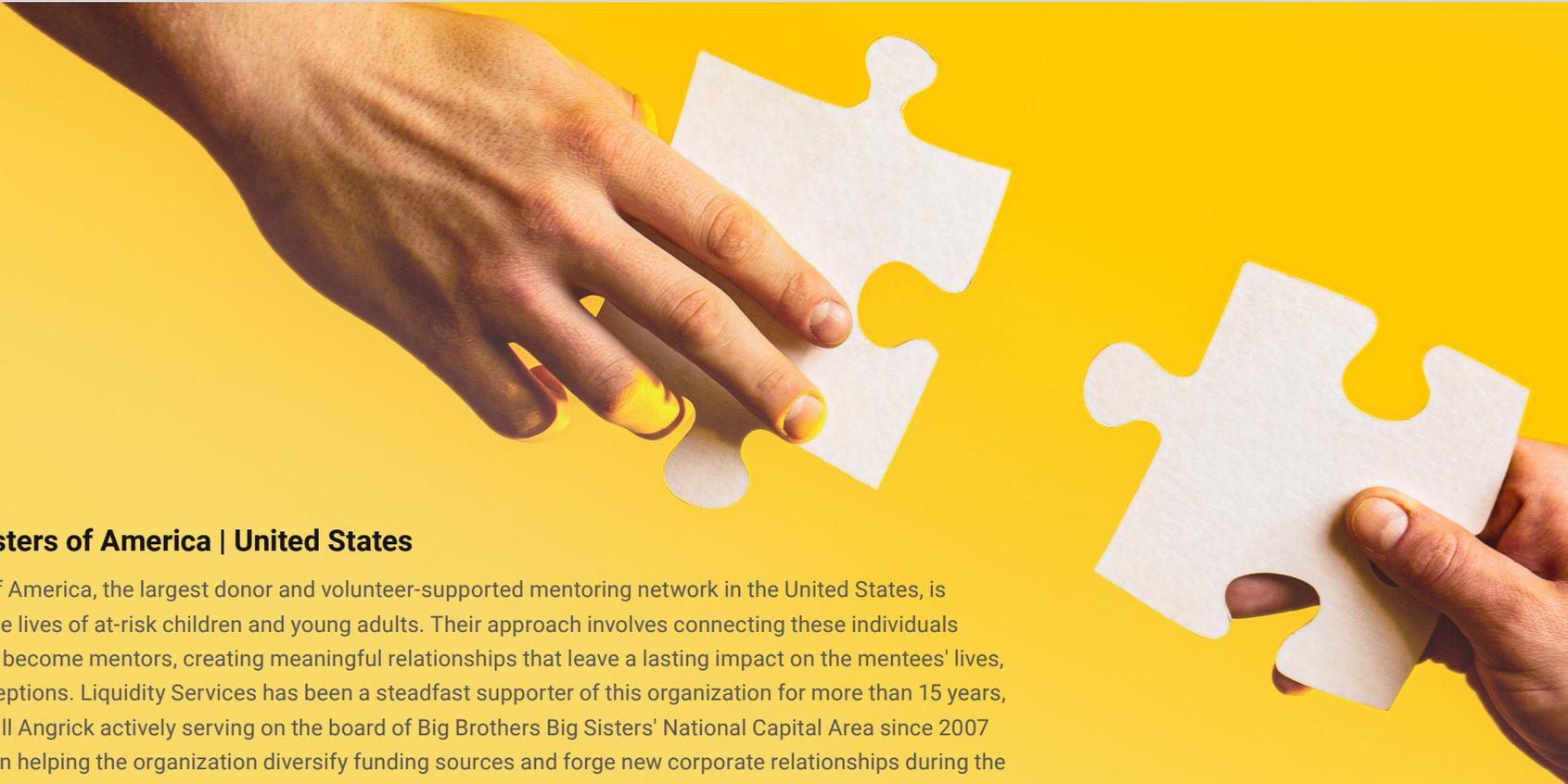
### Arizona's Children Association

This organization plays a crucial role in offering essential support, such as housing, education, and mental health treatment, to children and young adults in foster care across the state of Arizona. In 2023, AllSurplus Deals contributed about \$4,500 in furniture and children's products to Arizona's Children Association, which were distributed to individuals and families caring for children during challenging circumstances.

### Chicanos Por La Causa

One of the oldest Hispanic organizations in the United States, Chicanos Por La Causa serves as a dedicated advocate for Latino communities nationwide. Annually, the organization supports over two million people by offering housing, education, health services, and economic assistance. In 2023, AllSurplus Deals donated about \$30,000 worth of furniture, home goods and more to CPLC's Casa de Primavera residence, a facility which provides housing and care to low-income seniors in the Phoenix area.





## **Big Brothers Big Sisters of America | United States**

Big Brothers Big Sisters of America, the largest donor and volunteer-supported mentoring network in the United States, is dedicated to enhancing the lives of at-risk children and young adults. Their approach involves connecting these individuals with adult volunteers who become mentors, creating meaningful relationships that leave a lasting impact on the mentees' lives, aspirations, and self-perceptions. Liquidity Services has been a steadfast supporter of this organization for more than 15 years, with CEO and Chairman Bill Angrick actively serving on the board of Big Brothers Big Sisters' National Capital Area since 2007 and playing a pivotal role in helping the organization diversify funding sources and forge new corporate relationships during the 2008 recession.

Liquidity Services has been involved in various Big Brothers Big Sisters events and programs over the years, including sponsoring charity golf tournaments, participating in Service to Youth Awards dinners to honor outstanding big brothers and big sisters, and engaging youth through the "Beyond School Walls" program at our D.C. and Bethesda offices.

This year, Liquidity Services sponsored a table at the National Capitol Area chapter's annual "Big Celebration Gala", a fundraising event which celebrates the bonds between mentors (Bigs) and their mentees (Littles) and provides an opportunity for them to share their stories of connection, friendship, and growth.

We recognize the profound impact Big Brothers Big Sisters of America provides through one-on-one mentoring, and remain committed to supporting the organization's endeavor to empower at-risk children to dream big and strive for important goals.

# Governance: Trusted Marketplaces

Being a leader in global commerce, we dedicate ourselves not only to powering the circular economy, but also to serving as a paradigm for ethical business practices within our industry. With more than five million buyers and 15,000 corporate and government sellers across the globe using our trusted marketplaces to buy and sell assets, we are committed to operating in a manner that demonstrates our core values of integrity, customer focus, mutual trust, and accountability every day.

As a publicly traded company, we align our operations with our core values and relevant legal standards. Our independent Board of Directors ensures accountability in management by actively overseeing enterprise risk and decision-making. Deloitte & Touche LLP, our independent registered public accounting firm, conducts a thorough review of our quarterly financial statements, which are subsequently publicly filed with the SEC. These external review and transparency measures are instrumental in preserving the credibility of our financial statements.

To comply with the Sarbanes-Oxley Act of 2002, we engage Grant Thornton LLP to support management in conducting required testing. Furthermore, our Code of Business Conduct and Ethics applies to all directors, officers, employees, and agents, guiding their actions in line with our core values.

For a comprehensive understanding of our management practices, please refer to the complete [Code of Business Conduct and Ethics](#), along with our other [Governance Documents](#).



## Ethics and Compliance

Liquidity Services is committed to maintaining a high standard of ethical business conduct and implementing robust corporate governance practices.

At the core of our commitment to exemplary business practices lies the fundamental value of Mutual Trust and Accountability. This value serves as the cornerstone which shapes our interactions with clients, customers, shareholders, and each other. Recognizing the paramount importance of earning and maintaining our stakeholders' trust, we conduct every aspect of our operations with unwavering integrity. This commitment extends from our Board of Directors and upper management to every member of our workforce.

All employees are entrusted with upholding Liquidity Services' [Code of Conduct](#), a set of principles that govern our professional behavior. Regular annual training sessions on the Code of Conduct and related policies ensure our team remains well-versed in our ethical standards. We actively encourage employees to utilize the company's Compliance and Ethics Helpline to report any potential violations of policies, the Code of Conduct, or ethical guidelines.

Moreover, our dedication to ethical business practices extends beyond our internal operations. We impose stringent requirements on our suppliers, vendors, and partners, mandating adherence to [our Supplier Code of Conduct](#). This comprehensive document outlines the general expectations and requirements for aligning their actions consistently with Liquidity Services' deeply ingrained values.



## Trust and Transparency

As part of our commitment to transforming the circular economy through the use of digital technologies, we understand the importance of safeguarding the privacy and security of customer data and personal information. All Liquidity Services employees complete cybersecurity awareness training. Those who have access to personal information are also required to receive privacy training. Our [Privacy Policy](#) states what information we collect, how that information is collected, for what purposes we collect information (specifically including the legal basis on which personal information we collect will be processed), how that information is used, who we share it with, and under what circumstances that information would be released. Our Chief Technology Officer reports quarterly to the Board of Directors on information security matters.

Our commitment to strong governance practices is set forth in the [Governance](#) section of our company website, as well as in our [Corporate Governance Guidelines](#).

Our Board of Directors' committees are comprised of independent directors who assist the board with focused oversight of critical enterprise risk assessment:

### Audit

- Integrity of our financial statements in accordance with securities laws applicable to public companies
- Effectiveness of internal controls over financial reporting
- Engagement and oversight of our independent auditors
- Compliance with legal and regulatory requirements
- Review of environmental, social and governance disclosures in the Company's annual report

### Compensation

- Management compensation
- Annual CEO goals and evaluation
- Stock and stock-based plans
- Oversight of policies and strategies relating to culture and human capital management, including diversity and inclusion

### Governance

- Director candidate review and recommendations
- Board and committee composition
- Corporate governance guidelines and other governance matters
- Annual Board self-assessment
- Environmental, social and governance risks and the Company's environmental and social goals, policies and programs



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