

2022

SUSTAINABILITY REPORT





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CEO MESSAGE

I am proud to present Green Worldwide Shipping's 2022 Sustainability Report, reflecting our commitment to building a better future for our planet and society.

At Green, we firmly believe that sustainable business practices are not just an obligation, but an opportunity to lead positive change in the international transportation & logistics community.

The key word in that statement is "lead," and inspiring people to take action means leading by example.

That's why in 2022, Green began taking significant steps on our journey to become the most sustainable and responsible transportation and logistics company we could be. And while Green Worldwide has always been a company with a sustainability mission and vision, we are proud of the commitments we've made in the past year that will help us make progress on this tremendous goal.

We hired Sustainability Director, Anne Shudy Palmer, and partnered with the Uplift Agency sustainability consultants to make sure that the investments, calculations, and processes Green Worldwide was putting into place made sense and could be effectively managed – because sustainability is indeed both an investment and an incredible challenge.

With the help of the Uplift Agency, Green conducted our very first materiality assessment to begin understanding the impact our organization has on the environment and our society. This double materiality review allowed us to identify and focus on eight specific topics, ranging from U.S. trade regulations to an inclusive workplace where employees thrive, as some of the most important to Green's employees, customers, partners, and the transportation & logistics industry.

Next, we conducted an inventory of our 2022 greenhouse gas emissions to ensure that we have visibility into the carbon footprint of our shipments and the company as a whole. During this process we were able to identify emissions hotspots, prioritize efficiency investments, and begin establishing key relationships with partners that have been essential in our sustainability progress. Our 2022 emissions inventory will provide a foundation for how we set emissions reduction targets in the future. In 2023, Green will use our inventory data to create a public emissions report and establish reduction planning.

We also believe that while there is a large focus on the environmental side of sustainability, Green's primary focus will always be on people. Our employees, partners, customers, families, and communities are the driving force of how we

impact the world, and safeguarding human rights within our global network is fundamental to Green's mission.

In 2022, we made significant efforts in advancing social sustainability by adopting a forced labor policy, outlining our expectations in our Employee and Business Partner Codes of Conduct, and designing a human rights due diligence (HRDD) program to be implemented in 2023. We are committed to eradicating, and prohibit the use of, forced labor, human trafficking, modern slavery, and/or any other type of forced or compulsory labor in our global value chain.

Educating and including our employees, vendors, and business partners in the process became a vital component to achieving buy-in for our sustainability program. In addition to regular ESG educational trainings for employees, the Green Action Team (GREAT) was founded to represent each office in a sustainability forum for sharing ideas and growing at a grassroots level. Green also contributed to publishing sustainability content relevant to our industry in the form of blogs, articles, videos, and social media to spread this valuable information.

As Green delved into sustainability discussions with our clients, we were surprised to find that many large, established organizations were still calculating their transportation & logistics greenhouse gas emissions manually.

We developed a free, public carbon calculator for transportation and logistics emissions in partnership with EcoTransIT World Initiative (EWI), an independent industry-driven platform for supply chains that cooperates with other initiatives and organizations, scientific institutes, and NGOs to harmonize the calculation methodology of the CO2 footprint and other environmental impacts in the international transport of goods. and make a free, public carbon calculator for transportation and logistics emissions.

We launched the GreenCO2 Check carbon emissions calculator in March 2022 to create accessibility to this data and open sustainability dialogue within our industry. When making this investment, we made a conscious commitment to provide real sustainability solutions without adding direct costs to our customers.

This was a building year for Green, we really did the work and made investments that will allow us to grow with intention. Our goal is to deliver exceptional shipping experiences for every customer, every shipment, every time - a hundred years from today.

I am incredibly proud of what Green has accomplished this year. It has been an effort of passion by an incredibly talented group of supply chain professionals. People will always be the driving force of innovation and I believe we have the best.



“Our legacy is our ability to evolve –

THAT’S A SUSTAINABLE MINDSET

We have evolved so much throughout the years, and I am proud of our ability to change and flourish while staying true to our core principles – focusing on the customer, people, and sustainability.



THOMAS JORGENSEN

PRESIDENT & CEO

ABOUT THE REPORT

The Green Worldwide Shipping 2022 Sustainability Report covers data from calendar year 2022. It incorporates narrative information from 2023 and forward-looking plans; these are clearly marked throughout.

The most recent previous report was published in January 2022.¹

¹ The previous report was submitted as our 2021 UN Global Compact Communication on Progress and branded as our 2022-2023 Corporate Social Responsibility Annual Report.



The current report has several notable changes from the previous report:

We structured this report around the Material Topics determined by our inaugural materiality assessment, and we have significantly increased the quantified data included in the report.

For data we can't quantify yet, we are implementing systems to be able to do so in next year's report.

We are adjusting our reporting cycle to harmonize with the newly standardized timeline for Communications on Progress for the UN Global Compact.

Going forward, we will publish our sustainability report annually between March and June, reporting on data for the previous calendar year.

For questions about the report, please contact Green's Director of Sustainability, Anne Shudy Palmer, at anne.shudypalmer@greenworldwide.com.

ABOUT THE REPORT

UN GLOBAL COMPACT

The UN Global Compact (UNGC) is the world's largest corporate sustainability initiative.

Since 2016, Green Worldwide has been committed to the Ten Principles of the UNGC, which cover Human Rights, Labor, Environment and Anti-Corruption.

WE SUPPORT



HOW IS OUR BUSINESS MODEL SUSTAINABLE?

Because it's a human-centric one



We believe that the best freight experts live in the communities they serve, both internationally and in the United States.

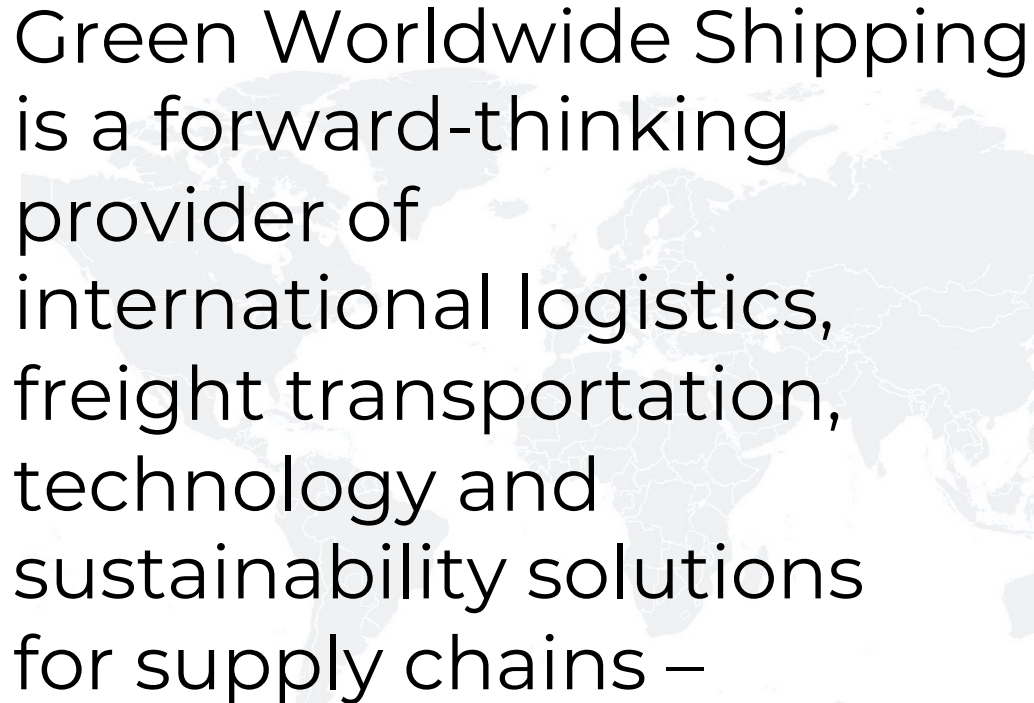


We believe in keeping our footprint within North America and partner globally to ensure local money stays in local economies.



We believe that being privately-owned creates accountability to the people that matter – our customers, employees, & partners all over the world.

ABOUT US



Green Worldwide Shipping
is a forward-thinking
provider of
international logistics,
freight transportation,
technology and
sustainability solutions
for supply chains –

MISSION

Our mission is to move the world's global trade with integrity, efficiency, and sustainability as a human-centric company that is passionate about logistics, dedicated to customer service, and committed to positively advancing business, people, and the planet.

VISION

Our vision is to be an ever-evolving, innovative logistics company that promotes sustainable supply chains with our team of empowered and respected freight experts.

VALUES

Our values are respect for people and the planet; personal and professional growth; and a high standard of ethics and integrity. It is our people who make the difference.



OUR FOUNDING PRINCIPLE

Good old-fashioned
freight forwarding
with a modern twist –

is still the common thread in everything we do, and it may be more important than ever before as our industry seems to be moving into an assembly line environment.

At Green, we operate our shipments from A to Z.

ABOUT US | Who We Are

WHO WE ARE

We are about people; the people who work here and the people we serve, our customers. We have created culture-based Fundamentals around our belief that success comes from striving for excellence, through sustainability and a long-term mindset, through personal and meaningful relationships, and through an unequivocal conviction that “the sky is the limit” and we can always do better.

**WE ARE FREIGHT FORWARDERS,
WE ARE FREIGHT EXPERTS, AND
WE ARE PROFESSIONALS –**

We respect each other, we collaborate, and we trust each other. We believe in growth, as individuals, as humans, as professionals and as a company. We empower, we share, we show empathy, we care, and we help each other. It is our supportive culture and our teamwork that are the foundation of everything we have accomplished so far and what will continue to drive our success.





ABOUT US | Who We Are

When Green Worldwide Shipping set sail back in 2008, it was about a different approach. The four founders, longtime colleagues and friends Thomas Jorgensen, Peter Aaro-Hansen, Ed Chambers, and Rex Sherman, created a company about the customer experience, about the technology tools we use, and about people.

We have come a long way since the early days, and while we say that

What got us here, is not what is going to get us to the next level –

Our DNA remains the same and Green's vision hasn't changed.

**EVERY CUSTOMER,
EVERY SHIPMENT,
EVERY TIME**



15 YEARS IN THE MAKING

Fifteen years and
sixteen offices later,
we couldn't be
prouder of what Green
has accomplished –

Celebrate and learn more about our nationwide
growth at greenworldwide.com/15-years/.

Learn about our supply chain expert teams and
how they make it happen starting on
page 34 of this report.



WHAT WE DO

Green specializes in international freight forwarding using all modes of transportation, customs brokerage, consolidations, domestic transportation, warehousing and distribution, and project and time-critical cargo.

We serve clients in dozens of industries, including aerospace; auto and parts; energy; food and beverage; furniture; and pharmaceuticals. We are a non-asset freight forwarder, which means that we do not own or operate the vehicles that transport the goods.

Our Global Trade Solutions department provides regulatory compliance consulting, as well as foreign trade zone, duty drawback, and order management solutions.

Our Sustainability department provides transport emissions calculation, sustainability consulting, and sustainability education and communication.

Green believes that by empowering our freight experts with trust and respect, we create powerful shipping experiences for every customer, every shipment, every time.



To reduce costs and waste, Green’s Atlanta team broke down the extra-large, triple-walled corrugate boxes (“gaylords”) in which the scooters were imported, stored them until they were ready to be re-used, then rebuilt them for packaging outgoing shipments. A total of 278 gaylords were repurposed in this way in 2022, saving our customers thousands of dollars in packaging costs and avoiding more than nine 30-cubic-yard recycling dumpsters of corrugate waste.

CUSTOMER SPOTLIGHT | Micro-Mobility Manufacturer

One of our clients is a vertically integrated micro-mobility operator and transportation robotics company that designs, develops and manufactures and operates technologies for micro-electric vehicles. The company had begun to experience a high level of growth across markets in the United States and European Union, and increasing potential for expansion into the Middle East, Asia Pacific, and North America.

They were ramping up production operations in China with the need to deliver tens of thousands of vehicles to markets around the world in a timely and cost-efficient manner.

Commodity: Scooters with Lithium-ion Battery, Spare Parts, Spare Batteries, Charging Cords

Category: Dangerous Goods (DG), UN3171, UN3480 or UN3481

Green Worldwide Shipping provided comprehensive 3PL distribution support throughout the United States from our Atlanta, GA hub, and managed the distribution throughout Europe via our partner set up in Amsterdam, Holland.

SUSTAINABLE PACKING

SERVICES PROVIDED

Ocean Shipping (FCL & LCL)
Airfreight Freight Forwarding
Transloading / Cross-dock
Customs Brokerage (Import & Export)
Purchase Order Management
Inventory Management
Fulfillment (Pick & Pack, Parcel, LTL)
Storage & Distribution (U.S. and EU)
Value Added Services
(Unboxing, Pre-deployment Set-up Staging
& Testing, Kitting, Crating, Demo Prep)
Re-Use of Packing Materials
(Reducing Costs & Waste)
Trade Compliance
(Consultation, Auditing, EEI Filing,
Restricted Party Screening, Tariff
Classification)
Drayage & Regional Trucking

They were looking for a strategic third-party logistics (3PL) partner with a flexible global logistics network, distribution capabilities, freight forwarding capacity, and trade compliance expertise to manage the booking of global ocean and airfreight requests, support regional warehousing and distribution, and provide Customs brokerage and trade consultation –

WHAT WE DO

Freight forwarders arrange the transportation of cargo by air, land, & sea

And prepare and process the documents related to importing and exporting goods shipped internationally.



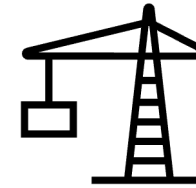
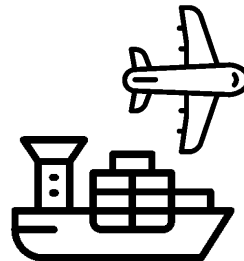
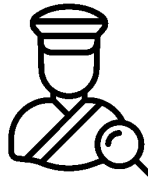
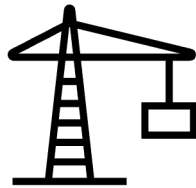
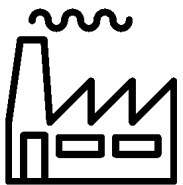
Consignor

Origin Port

Transport Mode

Destination Port

Consignee



ORIGIN HANDLING

EXPORT
CUSTOMS

IMPORT
CUSTOMS

DESTINATION HANDLING

WHERE WE OPERATE

From our first Atlanta office, Green expanded to 14 branches including 6 warehouses throughout the United States by the end of 2022. We're growing even more as we celebrate our fifteenth anniversary in 2023.

Green Worldwide Shipping is a diverse collective of local supply chain and transportation experts who understand that relationships are built over time by individuals who invest and live in the communities they serve.



That's why we believe in
keeping our footprint
within North America and
partnering with local
transportation experts all
over the world to ensure
local money stays in local
economies –

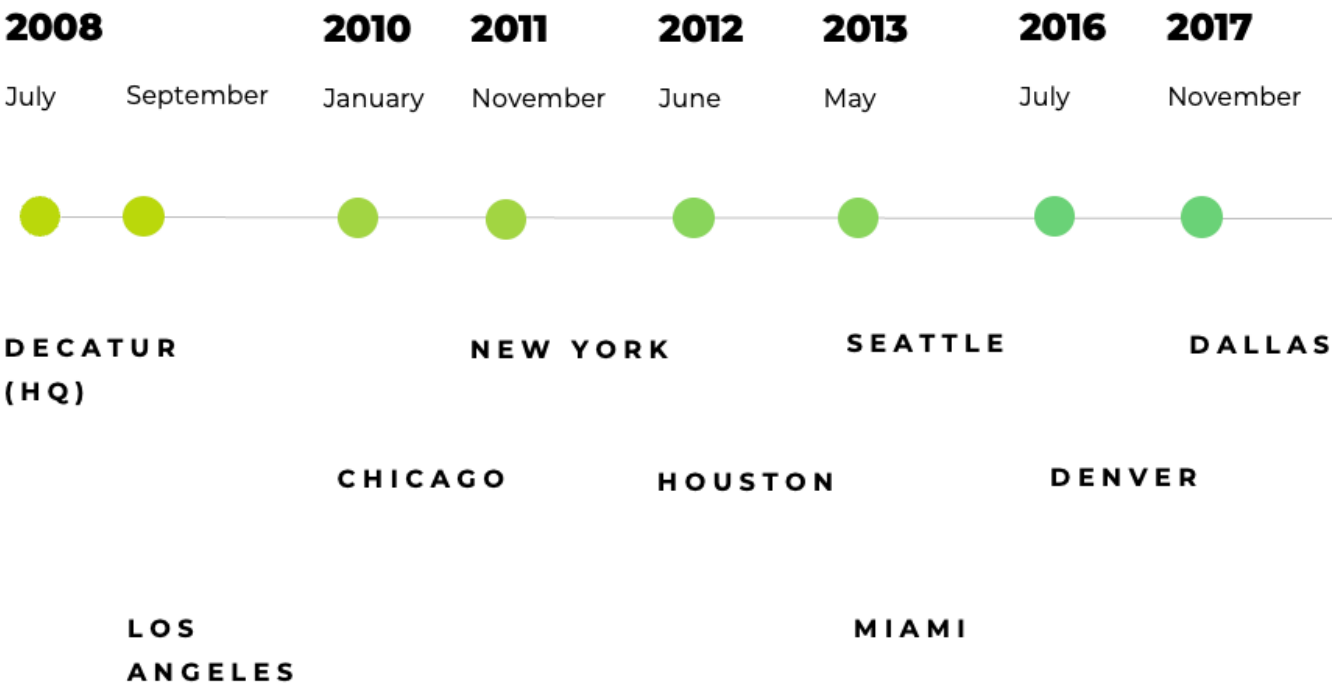
THAT'S A SUSTAINABLE MINDSET



15 YEARS AND GROWING

We have spent 15 years being passionate about our craft –

Throughout North America, we have become an essential part of serving our local communities and helping them connect with global opportunities.





OFFICE SPOTLIGHT | Dallas, Texas

Green Worldwide Shipping's Dallas, TX, distribution center is a gateway into and out of the greater Midwest United States and provides international shippers with reliable international and domestic transportation, warehousing & distribution, fulfillment, inventory management, and global trade solutions.

The facility is a bonded warehouse and Container Freight Station (CFS), providing consolidation and de-consolidation services for air, ocean, import, and export cargo for the greater Dallas/Fort Worth region.

“I came to Green because I want to be surrounded by people that are on fire about what we do—”

ANDREW BOLLEFER | DALLAS BRANCH MANAGER

OUR VALUE CHAIN

Our value chain is all about space, movement, service, and solutions. We obtain and allocate cargo space on trucks, airplanes, and container ships so we can get our customers' cargo where it needs to go, and we use technology and personal communication to give customers full visibility every step of the way.

We cultivate long-term, mutually beneficial relationships –

With our overseas agents in each country outside the United States, and coordinate with one of these preferred agents on each international shipment.

Our in-house warehousing, trade, technology, and sustainability experts help our customers' goods move efficiently and sustainably. We partner with Centipid LLC to provide C-TPAT consulting services (see page 78 of this report).

Transportation sustainability consulting services are provided in-house, and we partner with The Uplift Agency to offer a full range of Environmental, Social, and Governance (ESG) consulting to our customers.

In 2022, we moved thousands of shipments around the globe as a freight forwarder, provided customs brokerage and trade compliance support to even more, and grew warehouse operations across our 6 warehouses.

Our Green Engineered Management (GEM) technology team provided shipment and order visibility for hundreds of customers across our comprehensive supply chain management systems.

OUR 2022 REVENUE WAS \$330 MILLION

Our value chain has significant climate impacts:

Transportation makes up 8% of global greenhouse gas emissions, and as much as 11% if warehouses and ports are included –

Likewise, extreme weather events impact our value chain, flooding ports and disrupting shipping routes with increasing frequency.

Our value chain impacts, and is impacted by, human rights and forced labor issues. Seafarers, truckers, and airline and port workers deserve but do not always receive fair compensation and contracts from their employers, and users of global transport chains become complicit in human rights and labor abuses when they do not seek to uncover and remedy them. Labor rights issues impact us directly when stalled negotiations between transport workers and their employers result in work stoppages and shipment delays.

Goods made with forced labor cannot be imported into the United States, so we must ensure our importer customers understand their due diligence obligations around forced labor in the sourcing and production of their products.

Global governance impacts our value chain through international trade regulations and, when governance breaks down, disruptions due to war and conflict. Green Worldwide does not currently ship to or from Russia due to the war in Ukraine.



CORPORATE STRUCTURE & GOVERNANCE

True to our founders' vision, Green Worldwide maintains a flat corporate structure –

The highest-level governance body is the Executive Team, comprised of Chief Executive Officer Thomas Jorgensen, Chief Financial Officer Randy Durnwald, Chief Commercial Officer Peter Aaro-Hansen, Executive Vice President Commercial and Product Development Greg Bollefer, Executive Vice President Operations Nick Brown, and Head of People and Culture Faye Hughes.

The Executive Team establishes our corporate strategy.

Each branch is managed by a branch manager. All operations employees report to a branch manager, and all branch managers report to the EVP Operations. Non-operations employees are designated commercial employees. All commercial employees report to a commercial manager or director, and all commercial managers and directors report to the EVP Commercial and Product Development.



The Green Way is how we use our culture, upstream processes, and innovative technologies –

To deliver an exceptional shipping experience for every customer, every shipment, every time.

Our culture is the foundation of The Green Way, and it is codified in The Fundamentals, 34 essential principles that we teach continuously and use to guide all our work. From “Deliver Exceptional Service” to “Make a Difference,” “Find a Way” to “Follow the Process,” the Fundamentals inspire us to exceptional quality and sustainability.

See the full list of all 34 Green Fundamentals on our website at greenworldwide.com/fundamentals/



DELIVER EXCEPTIONAL SERVICE
BE PASSIONATE ABOUT QUALITY
WHEN IN DOUBT, COMMUNICATE PERSONALLY
INVEST IN RELATIONSHIPS
FOLLOW THE PROCESS
MAKE A DIFFERENCE
CREATE A GREAT IMPRESSION
BE A FANATIC ABOUT RESPONSE TIME
PAY ATTENTION TO THE DETAILS
FIX THE PROBLEM. NOT THE BLAME
DO THE RIGHT THING, ALWAYS
HONOR COMMITMENTS
LISTEN GENEROUSLY
SPEAK STRAIGHT
EMBRACE CHANGE & GROWTH
FIND A WAY
GO THE EXTRA MILE
MAKE HEALTHY CHOICES
WORK ON YOURSELF
FIND A BETTER WAY
THINK TEAM FIRST
COMMUNICATE TO BE UNDERSTOOD
BE CURIOUS
TREASURE, PROTECT, & PROMOTE OUR BRAND
"BRING IT" EVERYDAY
WALK IN YOUR CLIENTS SHOES
FINISH STRONG
TAKE PRIDE IN OUR APPEARANCE
ADD VALUE
COLLABORATE
SHOW MEANINGFUL APPRECIATION
KEEP THINGS FUN
ACT WITH A SENSE OF URGENCY
FIND THAT \$50

fundamentals

Green Worldwide hired our first Director of Sustainability, Anne Shudy Palmer, in July 2022 –

In October 2022 we announced our strategic partnership with The Uplift Agency, an ESG consultancy.

Green's ESG decisions are made by the Director of Sustainability and the Executive Vice President Commercial, with consultation and approval from the CEO and/or Executive Team. Our ESG decisions incorporate guidance from The Uplift Agency.





“The energy to change the world for the better is electric here at Green –

I'm so excited to work with my colleagues and our customers and business partners to achieve zero-emission transportation, combat human rights abuses in global supply chains, and create a more just and sustainable world.”

ANNE SHUDY PALMER

Director of Sustainability

MEMBERSHIPS

Green Worldwide is active in many industry-specific associations –

Including WCAworld, the world's largest and most powerful network of independent freight forwarders, the Aviation Logistics Network, and the Global Project Logistics Network (GPLN).



Green Worldwide Shipping serves as the Aviation Logistics Network (ALN) exclusive representative for the United States –

At ALN's Annual General Meeting in October 2022, Green's Chief Commercial Officer, Peter Aaro-Hansen, presented on the importance of creating sustainable aviation logistics initiatives, aviation technology trends, and partnerships with fellow members.



MEMBERSHIPS

We participate in a significant role in the National Association of Foreign Trade-Zones (NAFTZ), where we sit on two committees:

AUTOMATION COMMITTEE

The Automation Committee is committed to understanding the impact of Automated Commercial Environment (ACE) and all Customs & Border Protection (CBP) system updates on the NAFTZ members and their business. The Automation Committee also provides tools and communication to the association when CBP updates systems or regulations that will impact the members' daily processing.

OPERATOR/USER COMMITTEE

The NAFTZ Operators & Users Committee was established as a forum for NAFTZ operators and users in foreign-trade zones. The committee identifies issues that will impact FTZ operations and refers them to the NAFTZ board.



LICENSES & ASSOCIATIONS

Air Freight Forwarder by the International Air Transport Association (IATA)

Indirect Air Carrier by the Transportation Security Administration (TSA)

Ocean Transportation Intermediary by the Federal Maritime Commission (FMC)

Customs Broker by the U.S. Customs and Border Protection (CBP)

National Customs Brokers and Freight Forwarders Association of America (NCBFAA)

Customs-Trade Partnership Against Terrorism (C-TPAT)

FIATA International Federation of Freight Forwarders Associations (FIATA)

British International Freight Association (BIFA)

Transportation Intermediaries Association (TIA)

Local U.S. Customs Brokers and Freight Forwarders Association of America

Various Chambers of Commerce and Boards of Trade (U.S. and Canada)

ExportGA | University of Georgia Small Business Development Center (USBDC)

Aviation Logistics Network (ALN)

Global Project Logistics Network (GPLN)

Trees for the Future | Trees.org

UN Global Compact (UNGC)

Truckers Against Trafficking (TAT)

OUR SUSTAINABILITY APPROACH

Green Worldwide
Shipping approaches
sustainability planning
and action through
the lens of two of
our Green Way
Fundamentals –



FUNDAMENTAL
23 | BE CURIOUS

In the search for the best solutions, challenge and question what you don't understand. Don't accept anything at "face value" if it doesn't make sense to you. Be curious, ask thoughtful questions, and listen intently to the answers. Dig deeper to go beyond the expected.

FUNDAMENTAL
33 | ACT WITH A SENSE OF URGENCY

Being action-driven is a state of mind! It's about getting the job done quickly without sacrificing quality. It's important to remember that when our colleagues, customers, vendors and partners are waiting for an email, an update, or a set of instructions from us, it's so that they can complete their own operational tasks. Freight shouldn't wait, and neither should those who rely on us. Learn to identify and prioritize the important things that need to be completed now and stay focused until the job is done – for every customer, every shipment, every time.

MATERIALITY ASSESSMENT

In 2022, we got curious about our most significant impacts on people and the planet, and the external social and environmental issues that will have the greatest impact on our success, by listening intently to our leadership, employees, customers, overseas agents, and industry organizations, and by digging deeply into the landscape of the transportation and logistics (T&L) industry.

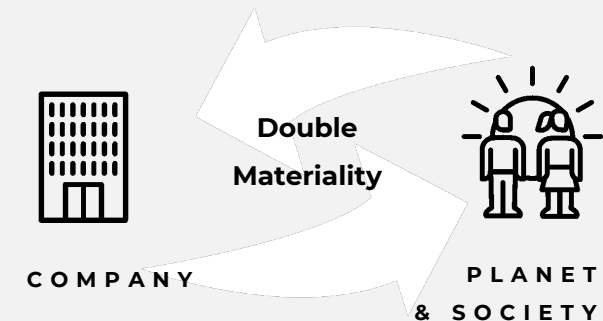
We did this by
initiating our first
materiality assessment –

WHAT IS A DOUBLE MATERIALITY ASSESSMENT?

A double materiality assessment is a systematic data collection and analysis process with the primary goal of answering both of the following questions:

What are our company's most significant positive and negative impacts on society and the environment?

Which societal and environmental issues have the greatest impact on our company's success?








Double materiality assessments are a best practice for ESG-focused companies. Their systematic data collection process results in data and insights that should shape a company's ESG strategy, resource allocations, priorities, metrics for operational and executive performance, and internal and external communications.

OUR SUSTAINABILITY | Materiality Assessment


Green’s first double materiality assessment was managed by our strategic partner, The Uplift Agency, and took place between September 2022 and February 2023.

We gathered over 8,000 individual data points that informed the determination of our material topics, and included:

-  Qualitative input from Green’s leaders and employees;
-  Quantitative data from Green’s workforce and external stakeholders
-  An industry landscape analysis of the transportation and logistics (T&L) industry
-  ESG profiles for twenty of Green’s external stakeholders
-  A trends and risks analysis of areas that are increasing in importance and/or growing as ESG-related risks to businesses



Stakeholder Type	How Selected	How Engaged	Response Rate
Corporate leadership	Broad perspective of company and industry	Individual interviews	100%
Employees	Broad role and location representation and/or previously demonstrated sustainability interest	Workshop, group discussion, questionnaire	78%
	Workshop invitees who missed workshop	Questionnaire, individual interviews	67%
	All employees encouraged to participate	Survey rating importance/concern of 34 issues	70%
Clients	Revenue, strength of relationship, interest in ESG issues	Survey rating importance/concern of 27 issues	53%
Overseas agents	Shipment count, strength of relationship	Survey rating importance/concern of 27 issues	88%
Other external entities (associations, nonprofits)	Importance of relationship to business operations	Survey rating importance/concern of 27 issues	63%



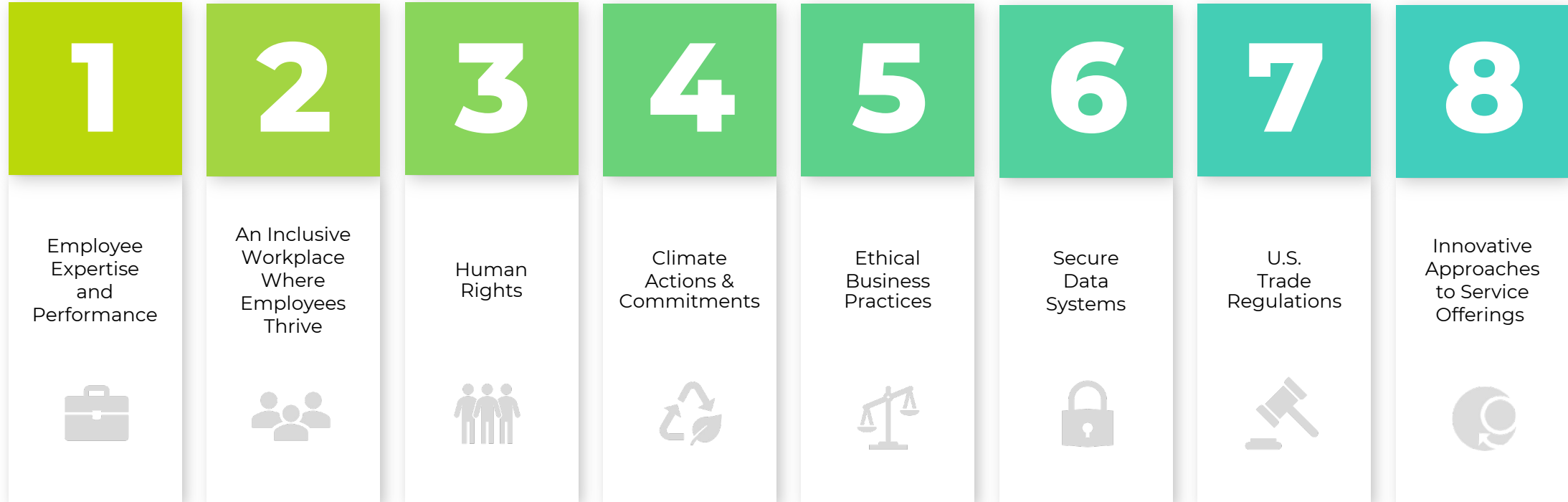
We analyzed the treasure trove of data collected from these sources to understand –

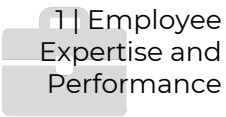
Which material topics reflect a significant impact on Green's economic value, operational stability, or reputation; were most important or concerning to Green's employees, customers, and overseas agents; and/or represent a significant risk or opportunity to businesses in the T&L industry.



OUR 8 MATERIAL TOPICS

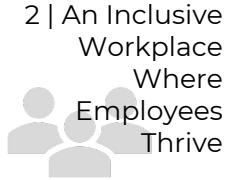
From the quantitative and qualitative analysis, we identified eight material topics –





1 | Employee Expertise and Performance

Our employees' knowledge, skills, level of dedication to overall high performance of logistics coordination, people management, and other integral functions that allow Green to grow its business, maintain its reputation as a thought leader, and build authentic relationships.



2 | An Inclusive Workplace Where Employees Thrive

Green's dedication to achieve, maintain, and verify that employees receive fair compensation that allows for personal financial stability; compensation accounts for local expenses of the employee's work location; health, dental, and vision benefit packages provide adequate coverage and affordable services; employee emotional / psychological health is supported by Green's benefits packages and addressed in Green's internal policies and explicitly address the potential stressors experienced in a high-stress work environment; and Green's DEI policies are designed and maintained according to best practices.



3 | Human Rights

Green's commitment to avoid causing or contributing to adverse human rights impacts through our activities, address such impacts when they occur, and seek to prevent or mitigate such impacts that are directly linked to our activities by our business relationships, even if we have not contributed to those impacts.



4 | Climate Actions & Commitments

Green's dedication to account for and publicly disclose its operational and supply chain carbon footprints, develop and promote a feasible decarbonization roadmap, set near-term (5 and 10 year) targets for emissions reductions, and implement other high-impact actions to reduce Green's direct and indirect contributions to climate change.

Managing risks around ethical business conduct, including fraud, corruption, and bribery and facilitation payments, and avoiding conflicts of interest, misrepresentation, bias, and negligence. Adequate employee training and implementation of policies and procedures ensure employees provide services ethically and accurately.

Accurately measuring our company's vulnerability to data breaches, maintaining the integrity of our databases, ensuring reliable access to our data, and our dependence on the integrity of third-party sources of data.

Green's workforce and business successes are dependent on, and affected by, regulatory and legislative developments around US trade. Dedicated monitoring of emerging issues, internal expertise, operational agility, and business adaptations enable Green to provide reliable services and minimize service delays.

Providing uniquely impactful or efficient services that address our clients' emerging issues, uncover and address their business risks, and simplify their decision-making and prioritization processes.



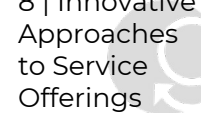
5 | Ethical Business Practices



6 | Secure Data Systems



7 | US Trade Regulations



8 | Innovative Approaches to Service Offerings

In 2023, Green is acting with a sense of urgency on our material topics –

We're designing an ESG roadmap that details the primary outcomes we want to reach in the next five years, the key strategies we must take to achieve those outcomes, and the capabilities we need to put in place to achieve these strategies and outcomes.

Our goal-setting and strategic planning will ensure that our ESG strategy is based on credible baseline data and focused on the most impactful and feasible actions we can take to improve our ESG performance.



people

Our people make the difference –

This is enshrined in our mission, vision, and values (see page 9 of this report) and was identified as a high-priority topic in our materiality assessment. These material topics are primarily about people, those who work at Green and those we serve and impact.

THE FOLLOWING MATERIAL TOPICS ARE RELATED TO OUR PEOPLE



Employee Expertise and Performance



An Inclusive Workplace Where Employees Thrive



Human Rights

EMPLOYEE EXPERTISE & PERFORMANCE

At Green Worldwide Shipping, our people make the difference because of their freight forwarding expertise and consistently high performance.

We trust, respect, and empower our employees by providing training that meets them where they are in their development, by evaluating and coaching them to excellence –

Whether an employee is new to the world of international freight forwarding, a seasoned logistician, or starting their first leadership position – we have the training to build their skills and competencies.

Managers work directly with employees and have a firsthand experience of their performance and expertise. We treat employees as individuals, and they set their own goals with the help of their managers.

PEOPLE-FOCUSED FUNDAMENTALS

Deliver Exceptional Service
Be Passionate About Quality
Invest in Relationships
Make a Difference
Do the Right Thing, Always
Listen Generously
Embrace Change & Growth
Make Healthy Choices
Work on Yourself
Think Team First
Collaborate
Show Meaningful Appreciation
Keep Things Fun



EMPLOYEE TRAINING & ENGAGEMENT

Employee training at Green isn't just important, it's Fundamental –

At Green we hit all the learning sources by blending job-related, hands-on experience, coaching, and formal education delivered in live classes as well as tailor-made videos, manuals, and assessments. All training is developed to reflect The Green Way, and most importantly, to grow our people.

New hires receive a customized Training & Onboarding Schedule to help introduce them to the materials, and to connect with their new team members for support.

All employees complete [C-TPAT](#) training every year.

Employees who hold third-party certifications in areas like exports, dangerous goods transportation, and customs brokerage complete continuing education as required.

Role-specific and job skills training are taught by internal subject matter experts on topics including but not limited to:

- Air & Ocean Logistics
- Freight Forwarding
- Import & Export
- Customs Brokerage
- Import Security Filing (ISF)
- Client Rates & Auto-Rating
- Known Shipper Compliance
- Transportation Systems
- Warehouse & Distribution Systems
- USPPI/FPPI/Ultimate Consignee
- Tariff Classification
- Partner Government Agency (PGA)
- Incoterms® 2020

FUNDAMENTAL

19 | WORK ON YOURSELF

Be a lifelong learner. Seek out and take advantage of every opportunity to gain more knowledge, to increase your skills, and to become an expert. Be resourceful about learning and sharing best practices.



True to Green's flat structure, employee training is managed at multiple levels, including role-specific teams, branches by location, and management groups.

Regular meetings communicate information and build relationships between all involved –

Training documents are stored in our secure internal SharePoint site. During the reporting period, training records were stored in our HR system. Training attendance was recorded and uploaded manually in some cases (four trainers, 310 training hours, as well as two three-day leadership summits that included leadership training), but many training sessions went unlogged.



LEARNING MANAGEMENT

During the reporting period we laid the foundation for our new learning management system, Greenhouse University, which launched in 2023.

This system will let us record and manage training much more actively and accurately.

Green's training program is overseen by The People Team, which includes a Learning & Development Specialist that manages the Greenhouse University learning management platform.



APPRENTICESHIP PROGRAM

The Green Academy is a two-year rotational program designed to provide participants with hands-on, end-to-end freight forwarding experience to kick start their international logistics career.

Emulating a traditional European apprenticeship, participants spend six months each with our Imports, Exports, Accounting, and Commercial teams. Both current employees and outside candidates are eligible to participate in the program.

Currently the Green Academy is offered at Green's headquarters in Atlanta, Georgia; we hope to expand it nationwide. In 2022 the Green Academy had four participants, and in 2023 the first two graduates completed the program!



TUITION REIMBURSEMENT

Green Worldwide provides tuition reimbursement to encourage employees to further their education. The tuition reimbursement plan is set up to cover all or part of the costs of education that furthers their education in a field related to their job.

All courses must be approved by Green and offered by an accredited training facility or institution.

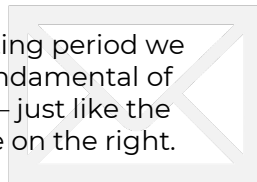
The Green Way and the Fundamentals are actively and continuously trained.

Each Monday, an employee writes about one of the Fundamentals

With advice, anecdotes, or reflections on what it means to them. This is a powerful tool for motivation and alignment. It creates a sense of purpose and direction for the upcoming week, reminding everyone of the core values and principles we hold dear. The Fundamental of the Week encourages everyone to apply the Fundamental in their daily tasks and interactions, promoting consistency and a shared commitment to excellence.

52

During the reporting period we distributed 52 Fundamental of the Week emails – just like the one featured here on the right.



“No individual can win a
game by himself”

PELÉ Edson Arantes
do Nascimento

While this quote is very relevant for world cup, it is also a relevant quote for this fundamental.

At its core, the beautiful game is about communication, teamwork, discipline, and skill. If we look deeper, it is about collaboration of all the moving parts and from different individuals with different skillsets. Starting from the players themselves, teaching each other skills, techniques and ideas to improve their game. Then comes the manager collaborating with his players in how to get the best out of each person on the pitch, while also learning himself how to best manage his team. Then comes the assistants, the physios, the kitman, the fans, I could go on and on about all the different collaborations going on that ends up improving every single person.

Now if we look back at ourselves, we can see a lot of similarities. At Green, we collaborate within our branches. Helping, teaching, and improving one another every single day. Our branches collaborate with one another. Again helping, teaching and improving. As a company, we collaborate with our agents, truckers and clients enabling us to do business to the best of our ability.

As Green grows and the world keeps changing, so does who we collaborate with. We find new partners to learn from and share information with to allow us to keep innovating and pushing the boundaries and standards of our industry. Happy Collaborating :)



PORT OF MIAMI

Left to Right: Adrian, Giancarlo,
Christy, Keyla, Regla, Carolina,
Dulce, Madelin, Dionne (CMA),
Yvonne, Nora (CMA)

We create
experiential
learning
opportunities
by arranging
events like
port tours
and field trips

SOUTH FLORIDA CONTAINER TERMINAL

The SFCT is a full-service marine terminal located at the Port of Miami. Due to its ideal proximity to the Caribbean and the Americas, the terminal has established itself as a strategic point of entry and departure for cargo moving to the greater part of the world. It has provided complete stevedoring and terminal services to some of the world's largest steamship lines.

EMPLOYEE PERFORMANCE

Green's performance philosophy is informed by two of our Fundamentals; Be Passionate About Quality and Embrace Change and Growth.

We use our HR platform to drive and align our Performance Management across the organization. We set goals with our teams, engage in peer feedback, and discuss personal development.

Employees have regular 1-to-1 discussions with their manager as well as half- and full-year Employee Development Meetings where they review their goals, progress, and performance. We believe our focus on performance management will grow our people and our business.



HOUSTON FOOD BANK

Green's Houston employees volunteer at the Houston Food Bank, the largest food bank in North America, servicing 18 counties.

CUSTOMER EXPERIENCE

Our investment in our employees is a key strategy for customer success.

High-performing employees lead to happy customers –

Green's Customer Experience program is focused on building long-term, unique partnerships with our customers, while anticipating and proactively providing solutions to their challenges.



For more than a decade, our company has worked with Green Worldwide as our exclusive broker for international freight and Customs service.

Their team of experienced professionals is always willing to go above and beyond to meet our everyday needs and unexpected challenges

Over the years, we have found Green to be very competitive on all the services they provide but most importantly, very capable of meeting our requirements and always doing it with a friendly and confident staff. I know we will continue to use Green Worldwide for decades to come.



SPORTING GOODS INDUSTRY CLIENT

ESG EDUCATION SERIES

The first training in an ESG education series, Climate Change for Freight Forwarders, was offered in December 2022. The education series continued in 2023 with trainings on the UN Global Compact and sustainability reporting, the Global Goals, and the achievements of the Green Action sustainability workgroup.

In 2023, our partner Truckers Against Trafficking (see page 60 of this report) trained Green employees on how human trafficking happens in our communities, how to recognize it, and the critical role truckers and travelers can play in disrupting human trafficking.

Periodic posts to our internal blog, The Globe, dig deep into selected ESG topics or give practical tips on making sustainable choices at work and at home.

These posts convey information about topics, but perhaps more importantly they reinforce the idea that sustainability is core to Green's business and identity.

SUSTAINABILITY ENGAGEMENT & TRAINING

Sustainability is an increasingly necessary part of the expertise and performance required of Green employees.

Green Worldwide Shipping engages our employees around sustainability with events and education –

The Green Action Team (GREAT) is an internal group of about 20 sustainability champions with representatives from each branch and department. This group implements sustainable practices like recycling, composting, and green purchasing in the branches, tests new ideas, and shares knowledge across the company. GREAT was launched in October 2022 and meets monthly.



AN INCLUSIVE WORKPLACE WHERE EMPLOYEES THRIVE

Green Worldwide Shipping believes in the power of diversity, that each one of us brings something unique to the table. As such we strive to achieve nothing short of equity for everyone at Green and those we work with, and we're committed to creating a vibrant culture of inclusion.

It's an inspiring commitment and a tall order –

The work we do toward this commitment supports one of our core Fundamentals 29 | Add Value: We are a stronger, smarter, and better company when we notice and appreciate the different backgrounds and experiences each employee brings to Green, and the different cultural contexts of our customers.



At Green, we also support each other to Make Healthy Choices, which includes physical and mental aspects of wellbeing, and we help each other succeed (Fundamental 21 | Think Team First).

A focus on fair pay, generous benefits, and employee thriving is a natural outcome of our value that “our people make the difference.”

Our commitments around inclusion and wellbeing are recorded in our Employee Code of Conduct and Employee Manual. Training and signoff on these documents will be completed for all employees in 2023.

OUR EMPLOYEES

We celebrate the unique characteristics each employee brings to our team, and we strive for equitable representation in all areas of diversity.

There were no cases of discrimination reported externally during the reporting period. One case of discrimination was reported internally. This case was investigated, and training was given. The impacted employee confirmed that the behavior of concern had stopped, and the case was closed.

Every month, each employee is allocated points through a program called Fond with which to recognize their coworkers' excellent work, exemplification of any of the Fundamentals, or life events like birthdays and work anniversaries.

The recognition messages ("Thanks for always finding the time to help me," "Welcome to Green," "You did such a great job with the export quote training!") are shared with all Green employees, and each recognized employee can redeem the Fond points they earned for gift cards, discounts, charitable donations, or Green-branded merchandise.

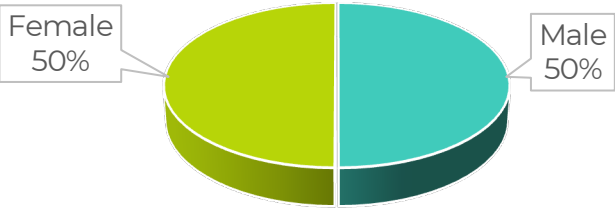
In 2022, we launched a voluntary internal Mentorship Program to help employees across the organization develop their careers. We also committed to post all job openings internally prior to external posting so that current employees aren't overlooked for new opportunities.

We are proud to have more balanced gender and racial representation compared to our industry as a whole and to national averages –

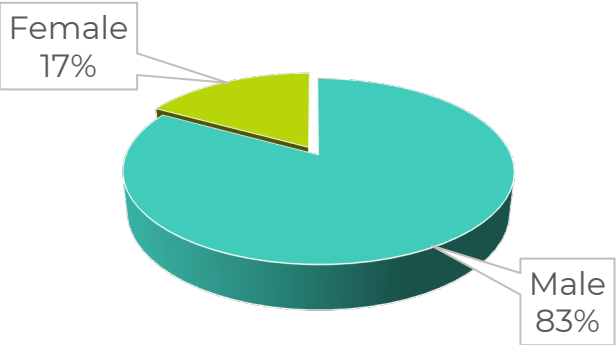
We are also aware that diversity declines at Green as we look from the whole workforce to management and executive leadership roles, and we are exploring ways to address this in 2023 and beyond.

GENDER DEMOGRAPHICS

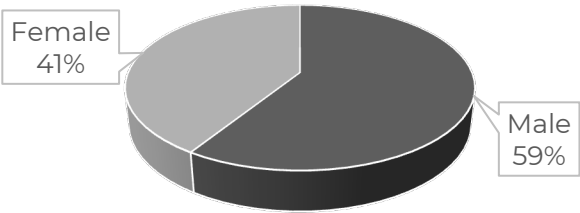
Managers & Above



VP & Above

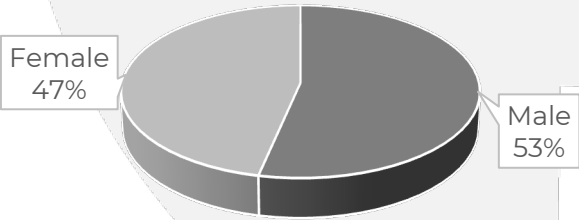


Industry Statistics

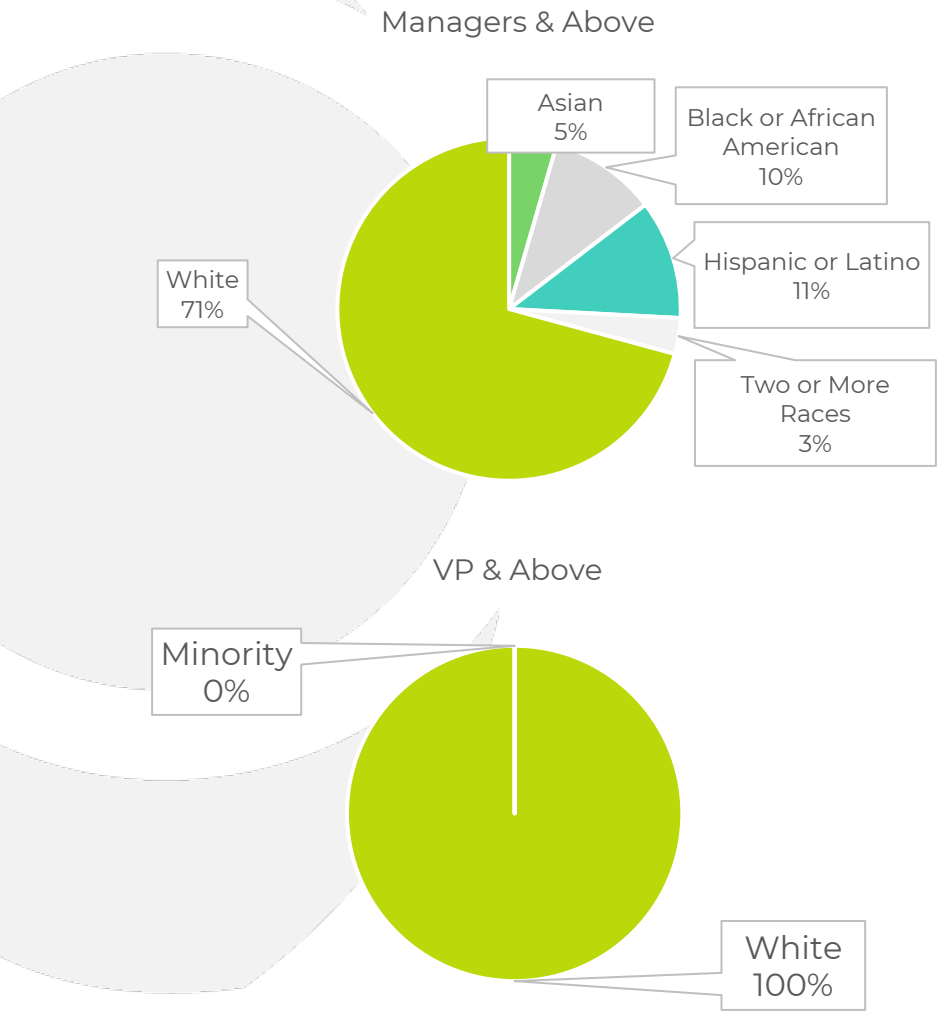


Gartner, Supply Chain DEI in 2022 (private companies)

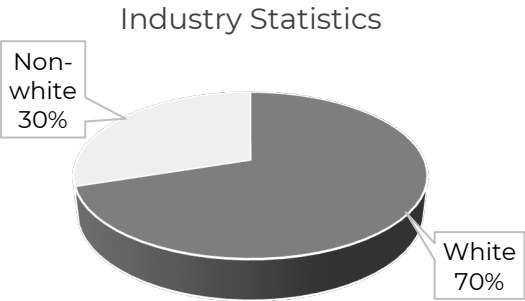
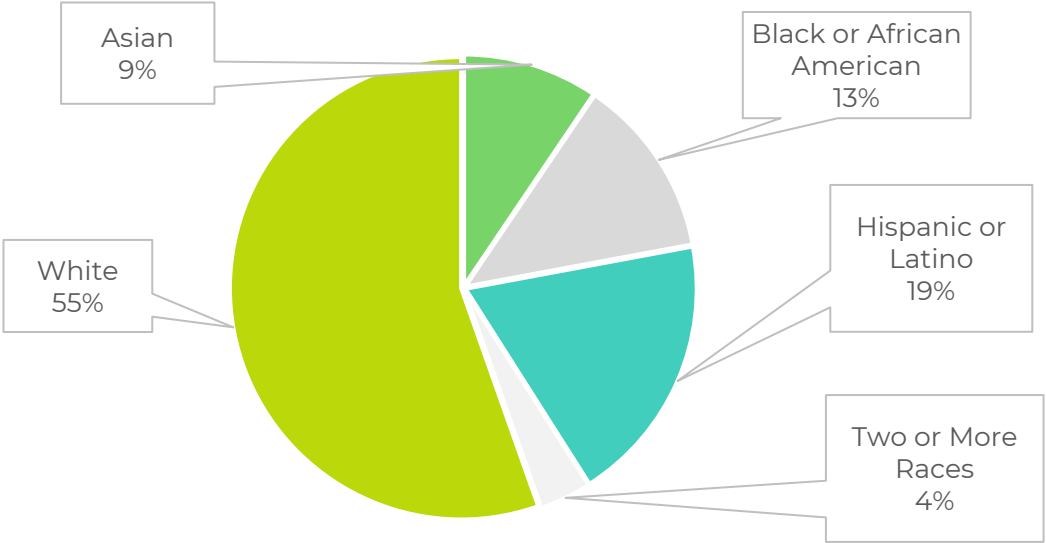
National Statistics



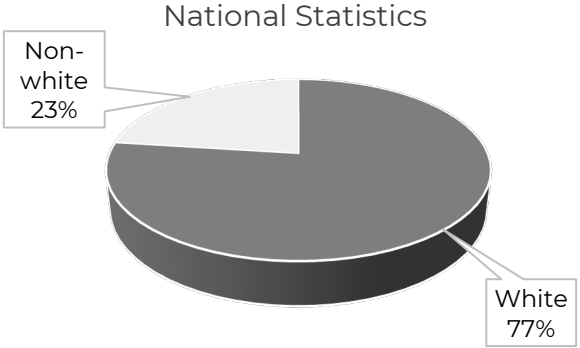
Bureau of Labor Statistics



RACE DEMOGRAPHICS



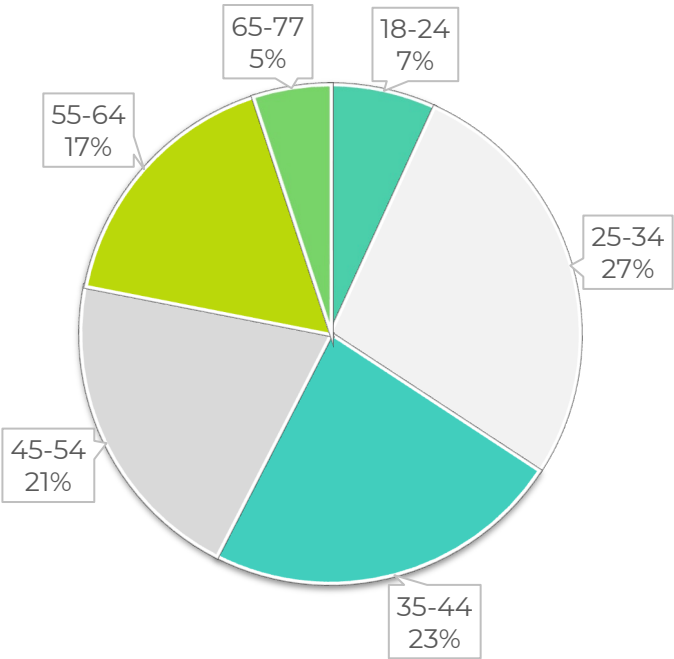
Gartner, Supply Chain DEI in 2022
(private companies)



Bureau of Labor Statistics

AGE
DEMOGRAPHICS

Range: 18-77
Average: 43



KEEPING EMPLOYEES SAFE & HEALTHY

Green Worldwide Shipping is committed to conducting all of its business in compliance with all applicable safety, health and workplace laws and regulations in a manner that has the highest regard for the safety and health of its employees.

This includes the mental health and safety of being free from discrimination, harassment, intimidation, and any other form of abusive conduct, all of which are prohibited by our Employee Code of Conduct.

We expect every employee to behave in a safe manner. In addition, we request that employees advise their co-workers immediately if they see anyone acting unsafely.

Green is committed to providing employees a safe workplace –

We will provide the necessary tools and training to ensure our employees are able to do their job and conduct business in a safe manner. There were no reportable safety incidents (OSHA violations) during the reporting period.

Employee health and wellbeing is supported by our employee benefits, which include:

- 100% employer-paid health insurance for the employee, with additional coverage offered for families
- Dental and vision plans
- Employee assistance program
- Paid vacation and sick leave
- Health and wellness discounts, weight management programs, and smoking cessation support
- 401(k) retirement fund with company match
- Paid parental leave (2-6 weeks) with option for additional unpaid leave

These benefits are available to full-time employees working 30 or more hours per week.

During the reporting period, the Head of People was certified as a Mental Health in the Workplace Ally, and two additional employees were pursuing the certification –

Green offered a five-session lunch-and-learn series on resiliency covering topics including resiliency and thriving, mindfulness, gratitude, harmony and balance.

More than 60 employees participated in a Step Challenge to get us moving towards Making Healthy Choices, another of our core fundamentals.

FUNDAMENTAL

18 | MAKE HEALTHY CHOICES

Take care of yourself at home and at the office. Eat well, exercise, and get adequate sleep. Support each other in making healthy choices. The healthier you are, the more you'll thrive personally and professionally.

FAYE HUGHES

Head of People



EMPLOYEE SURVEY

Twice a year, Green conducts a We're Listening employee survey to understand what we're doing well and where we need to improve –

The 2022 surveys were conducted in April and October.

The survey methodology changed between the two surveys, with the October survey having more, and more detailed, questions. Employees were asked to rate how often they agreed with positive statements about the company like “I am offered training and development to further myself professionally” and “I feel good about the ways we contribute to the community.” The five response options were Almost Always Untrue, Often Untrue, Sometimes Untrue/Sometimes True, Often True, and Almost Always True.

93% TAKING EVERYTHING
INTO ACCOUNT,
I THINK THIS IS A
GREAT PLACE TO WORK

On 88% of the statements, at least 80% of respondents selected Often True or Almost Always True.

On the four statements that asked about equitable treatment (“People are treated fairly here regardless of their age / race / gender / sexual orientation”), all had between 92% and 97% of respondents select the two most favorable options.

And to “Taking everything into account, I think this is a great place to work,” 93% of respondents indicated this was Often True or Almost Always True.

The 12% of statements that had less positive responses suggested concern about hiring and promotion, the uniqueness of our benefits, and compensation levels.

Immediate action was taken on all concerns, including the anti-bias and high-impact hiring training noted below, an additional volunteering benefit noted below, and communication and planning regarding pay levels and opportunities for extra pay.



SALARY SURVEY & PAY EQUITY

Green Worldwide Shipping is committed to pay equity. We prohibit the use of salary history in compensation decisions to avoid perpetuating pay inequalities established elsewhere.

The People team
conducts annual salary
reviews and external
benchmarks to assess
pay equity; the most
recent was in April 2022 –

However, our analysis does not yet account for factors like job title, education, or years' experience.

We are currently formalizing job descriptions for all roles so that we can accurately compare jobs of equal value. In our next reporting period, we plan to further analyze pay equity by employee category and/or location.

ANTI-BIAS TRAINING

All of Green's branch managers, directors, and executive leadership received in-person anti-bias training from the Head of People in November 2022 (24 attendees, 100% of corporate leadership).

Participants learned about unconscious bias, how to notice it in themselves, and how to avoid it in interviews as well as assignments and opportunities for those they manage.

This training will be given to other Green supervisors and then all employees in 2023.

In addition to anti-bias training, the same Green leaders received training in high-impact hiring, with a focus on selecting candidates that *fit* with our *values* and *add* to our *culture*.

By reframing the popular notion of "culture fit," this helps us avoid the tendency to preferentially hire people "like us," a practice that promotes homogeneity rather than diversity.



In December 2022, we stuck by our commitment to equal opportunities when we decided not to participate in an exciting sustainability program designed for "young" professionals. Much of the program's literature equated "young" with "early-career," and we were energized by the chance to support our early-career professionals in developing their sustainability skills. However, the program set a maximum age limit for applicants.

Age limits can exclude workers who started their careers later, which happens for many reasons including caregiving responsibilities, refugee status, health challenges, or former incarceration. We presented our concerns to the program staff, but they reaffirmed the maximum age limit.

Because of this potential
for age discrimination,
Green elected not to
apply to the program –



VOLUNTEERING

In the fall 2022 employee survey, 95% of respondents said “I feel good about the ways we contribute to the community” was Often or Almost Always True. Impressive, but our Find a Better Way Fundamental doesn’t let us rest on our laurels.

With the goal of reaching 100% on this metric, Green announced a new volunteer hours benefit in December 2022 –

Starting in 2023, each employee will receive 8 volunteer hours to volunteer at a charity of their choice in their local community during the year.

After they’ve volunteered, employees are asked to write a post for The Globe, our internal blog, about the day they spent embracing Fundamental 6, Make a Difference, and how their time impacted them and the charity.

We’re excited to share highlights during our next reporting period!



Green selected St. Jude Children's Research Hospital as one of our official charities in 2016 and has been a committed supporter ever since.

In 2022, Green joined the "Multi Market" Walk-Run for the first time and coordinated participants and fundraising at all of our branches.



Our 2022 fundraising efforts raised a grand total of \$30,000 –



HUMAN RIGHTS

When Green Worldwide Shipping says we're a "human-centric company" and we value "respect for people and the planet," we mean and stand by that. We recognize our responsibility to prioritize the well-being of all people affected by our value chain, and at the very least to ensure that our profit does not come at the expense of their suffering.

Green Worldwide is doing our part to end human rights abuses in our value chain.

In 2022, we adopted a forced labor policy, stated our expectations in our Employee and Business Partner Codes of Conduct, and designed our human rights due diligence (HRDD) program, with implementation beginning in 2023



FORCED LABOR POLICY

Green Worldwide Shipping is committed to eradicating, and prohibits the use of, forced labor, human trafficking, modern slavery, and/or any other type of forced or compulsory labor in our global value chain.

Green also requires that our suppliers and business partners have the same or similar commitment.

Our policy and program are detailed on our Human Rights Due Diligence web page, greenworldwide.com/human-rights-due-diligence.



HUMAN RIGHTS DUE DILIGENCE

In collaboration with third-party experts and utilizing a variety of resources from different stakeholder groups, we have developed a program to ensure we meet the objectives of our policy. We began developing the program during reporting period and completed it in 2023.

We designed the program to comply with all relevant legislation concerning forced labor, in letter and in spirit.

Moreover, the program is designed to conform with multinational frameworks, such as the best practices put forth in the OECD Responsible Supply Chain Framework and takes a risk-based approach that includes risk identification, assessment, mitigation, and due diligence.

In addition, Green is cognizant of the ever-changing nature of the global value chain and will implement the program continuously, based on cyclical iterations that include reviewing and, when necessary, updating our policy and program.

Cyclical iterations shall also include supplier engagement, data collection, risk remediation and public reporting.

GRIEVANCE MECHANISM

Green asks that anyone who becomes aware of or suspects any use of forced labor in our global value chain, or conditions that create a risk of forced labor, notifies Green promptly at forcedlabor@greenworldwide.com.

Green employees and business partners are required to do this by our Codes of Conduct.

Any reports are taken seriously and investigated, and if substantiated, resolved through corrective action. Corrective action is determined through review of the business relationship by the relevant department and may include, but is not limited to, suspension or termination of the business relationship.

Green is unaware of any human rights violations committed by ourselves or our business partners during the reporting period.



HRDD IMPLEMENTATION

Green is implementing our HRDD program in 2023 and will report on our data solicitation, analysis, and subsequent actions online as the information is available, and in our sustainability report during the next reporting period.

TRUCKERS AGAINST TRAFFICKING

Truckers Against Trafficking (TAT) is a nonprofit organization that exists to educate, equip, empower and mobilize members of the trucking, bus and energy industries to combat human trafficking.



Through the program, TAT saturates trucking and related industries with trafficking information materials, partners with law enforcement and government agencies to facilitate the investigation of human trafficking and marshals the resources of partners to combat this crime.

In honor of Human Rights Day 2022, Green Worldwide Shipping became a proud Bronze-level sponsor of Truckers Against Trafficking.



Respect for the planet that sustains us is central
to our mission, vision, and values –

Our approach to environmental responsibility is guided by two of our
Fundamentals: 6 | Make a Difference and 11 | Do the Right Thing, Always.



FUNDAMENTAL

6 | MAKE A DIFFERENCE

Be an active part of your community. Give back by contributing your time, effort, and where appropriate, your money, to make your community better. Whether through one of our national charitable partners or through your local focus, you can and do make a difference.

FUNDAMENTAL

11 | DO THE RIGHT THING, ALWAYS

Demonstrate an unwavering commitment to doing the right thing in every action you take and in every decision you make, especially when no one's looking. Be truthful; if you make a mistake, own up to it, apologize, and make it right.



PLANET

Since we don't operate the vehicles that carry the freight we move, our direct environmental impacts are smaller than those of the carriers and manufacturers in our value chain.

Still, we claim our place in the global community and know that we can make a difference both by quantifying and reducing our own environmental impacts as much as we can, and by encouraging, supporting, and influencing our value chain partners to do the same.

The actions we take to reduce our impacts and educate our employees on environmental sustainability will also impact the communities of which our branches are part, as our employees go out to make a difference in their local communities.

Green recognizes that our business in the high-emitting transport sector contributes to the climate crisis –

In 2022 we took steps to do the right thing by conducting our first emissions inventory and enabling our customers to understand the climate impact of their shipments.

The following material topic concerns our environmental impacts:

CLIMATE ACTIONS & COMMITMENTS

Green Worldwide Shipping conducted our first greenhouse gas emissions inventory in 2022 to ensure that we have visibility into the carbon footprint of our shipments and our company as a whole.

Benefits of this work include identifying hotspots, prioritizing energy efficiency investments, identifying key relationships, identifying cost savings opportunities, and providing a foundation for setting emissions reduction targets.

In 2023, we will use our inventory data and system to create a public emissions report and establish our emission reduction goals and plan.



**GHG EMISSIONS
INVENTORY & SYSTEM**

Our inventory
was developed
using the
World
Resources
Institute's
Greenhouse Gas
(GHG) Protocol

As such, the work we do in accounting for our company's operations and activities is aligned with the five principles of the GHG Protocol.

RELEVANCE



Ensure the GHG inventory appropriately reflects the GHG emissions of the company and serves the decision-making needs of users – both internal and external to the company.

COMPLETENESS



Account for and report on all GHG emission sources and activities within the chosen inventory boundary. Disclose and justify any specific exclusions.

CONSISTENCY



Use consistent methodologies to allow for meaningful comparisons of emissions over time. Transparently document any changes to the data, inventory boundary, methods, or any other relevant factors in the time series.

TRANSPARENCY



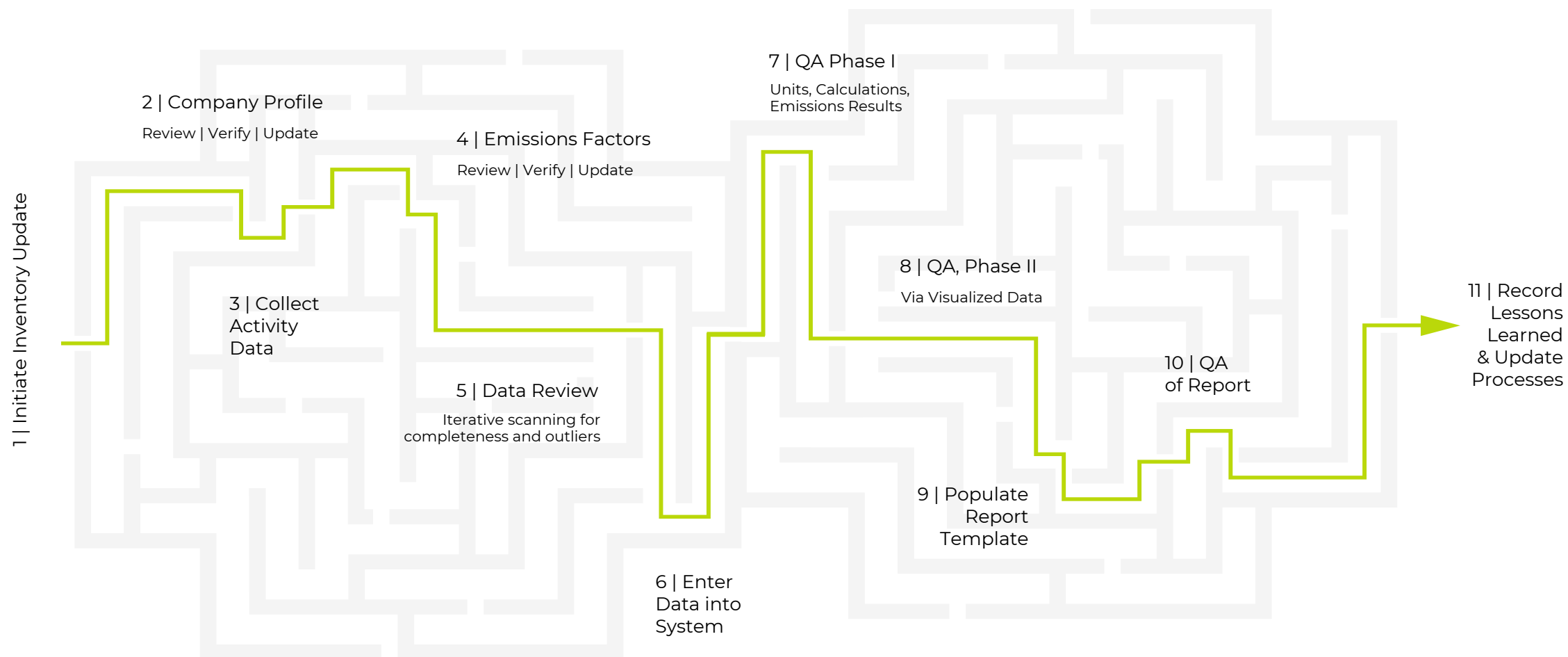
Address all relevant issues in a factual and coherent manner, based on a clear audit trail. Disclose any relevant assumptions and make appropriate references to the accounting and calculation methodologies and data sources used.

ACCURACY

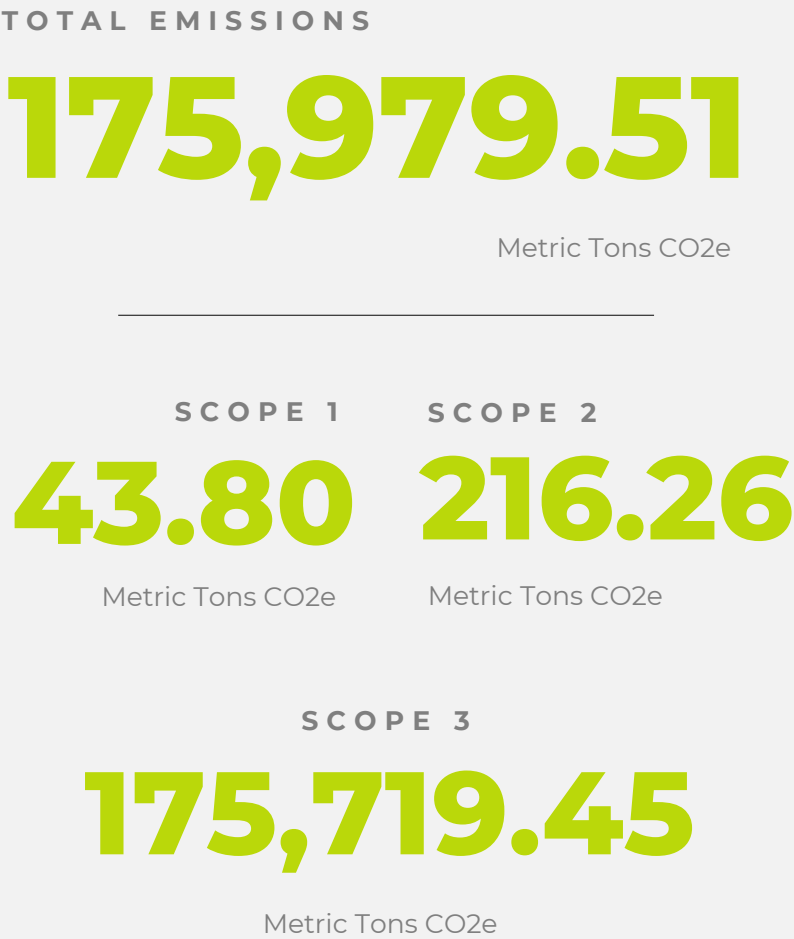


Ensure that the quantification of GHG emissions is systematically neither over nor under actual emissions, as far as can be judged, and that uncertainties are reduced as far as practicable. Achieve sufficient accuracy to enable users to make decisions with reasonable assurance as to the integrity of the reported information.

Our inventory development process was as follows:



The results of our 2022 emission inventory are:



GHG EMISSIONS INVENTORY & SYSTEM

Greenhouse Gases in Inventory: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O). These emissions occur due to heating, electricity use, equipment use, passenger transportation, and freight transportation.

Industrial Greenhouse Gases Excluded: These gases are not relevant to Green’s operations and supply chain: hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Organizational Boundary: Green will account for and report 100 percent of GHG emissions from all ventures under its operational control. As of the publication of this report, Green Worldwide is a wholly owned company. Green does not participate in joint ventures, own equity in other companies, have subsidiaries, or otherwise gain revenue or economic benefits from other legal entities.

Operational Boundaries: This inventory accounts for Scope 1, 2, and certain Scope 3 emissions. A full list of activities that are relevant to Green’s operations and value chain and included in the inventory is detailed in the following table. The rows highlighted in green indicate that the activity is included in Green’s GHG inventory.



CLIMATE ACTIONS & COMMITMENTS | GHG Emissions Inventory & System

TYPE OF OPERATION / ACTIVITY / ASSET	SCOPE	RELEVANT TO GREEN?	IN / OUT / NA
Stationary Combustion - Space Heating, <u>Owned / Controlled</u>	1	No	Out
Mobile Combustion - LPG Forklifts, Owned / Controlled	1	Yes	In
Fugitive Emissions - Refrigerants, <u>Owned / Controlled</u>	1	No	Out
Process / Industrial Emissions, Owned / Controlled	1	No	N/A
Purchased Electricity, Owned / Controlled	2	Yes	In
Purchased Goods & Services	3.1	Yes	Out
Capital Goods	3.2	No	N/A
Fuel and Energy-Related Activities	3.3	Yes	Out
Upstream Transportation and Distribution	3.4	Yes	In
Waste Generated in Operations	3.5	Yes	Out
Business Travel	3.6	Yes	Out
Employee Commuting	3.7	Yes	Out
Upstream Leased Assets (including remote offices)	3.8	Yes	In
Downstream Transportation & Distribution	3.9	No	N/A
Processing of Sold Products	3.10	No	N/A
Use of Sold Product	3.11	No	N/A
End of Life Treatment of Sold Product	3.12	No	N/A
Downstream Leased Assets	3.13	No	N/A
Franchises	3.14	No	N/A
Investments	3.15	No	N/A

OFFSETTING OUR EMISSIONS

To address the climate crisis, all organizations must urgently reduce their own emissions –

Where emission reductions are not immediately possible in the near term, high-quality carbon offsets allow organizations to support emission reduction or carbon sequestration activities undertaken by others.



THE UPLIFT AGENCY

In 2022, Green worked with The Uplift Agency to define our criteria for high-quality carbon offsets and to assess our current offset provider, ClimatePartner, against these criteria.

This assessment determined that offsets certified under the Gold Standard, or offsets certified under the Voluntary Carbon Standard with additional social and/or environmental co-benefits (e.g., as shown by Climate, Community, and Biodiversity Standard certification), and registered and retired on a third-party audited registry like Verra, meet our requirements for the highest-quality offsets.

MANOA REDD+

As we plan to reduce our own emissions, it was also important to Act With a Sense of Urgency (according to our Fundamentals) and take action on our 2022 emissions.

Therefore, we purchased 260.06 tonnes CO2e of carbon offsets through ClimatePartner for our Scope 1 and 2 emissions.

The project we selected, Manoa REDD+, offers social empowerment by training farmers in sustainable farming practices and forest management in the State of Rondônia, Brazil and conserves biodiversity by maintaining forest coverage and protecting several wildlife species.

ENVIRONMENTAL MANAGEMENT SYSTEM

To best manage our direct environmental impacts, in 2022 we began planning for an environmental management system.

When the system is established and implemented in 2023, we will seek ISO 14001 certification at all of our facilities.





GREEN LEASING POLICY & PROCEDURES

Green Worldwide Shipping leases our office and warehouse space. Because we do not own any facilities, site selection and lease negotiations are critical processes for managing our environmental impacts.

In 2022 we began to establish a green leasing policy, guidance, and checklist to drive more responsible leasing decisions, identify opportunities for more efficient spaces, and ensure complete data for future emissions inventories. These materials were finalized and will be implemented in 2023.



Green Worldwide Shipping's very first Fundamental is to Deliver Exceptional Service –

As freight forwarders, that means that every shipment, for every customer, every time, should be a pleasure. It also means that we're always trying to Find a Better Way by thinking creatively about what service offerings will give our customers the very best experience and protect them and us from the uncertainties of global trade and environmental change. We do all of this with the highest standards of ethics; integrity anchors our mission ("To move the world's global trade with integrity...").

Service



**THE FOLLOWING
MATERIAL TOPICS ARE
RELATED TO OUR
SERVICES**



Ethical Business Practices



Innovative Approaches to Service Offerings



U.S. Trade Regulations



Secure Data Systems



ETHICAL BUSINESS PRACTICES

Doing the right thing is one of Green's core values —

It defines the way we manage the economic, social, safety and environmental aspects of our operation throughout the world.

Our Employee Code of Conduct, published in 2022, states:

Beyond legal compliance, all Green employees are expected to observe high standards of business and personal ethics in the course of their job duties. This requires the practice of honesty, integrity and sound judgment in every aspect of dealing with other Green employees, the public, the business community, customers, suppliers, competitors, government and regulatory authorities.



30 | COLLABORATE

We hold our agents and transportation carriers to the same high standards, and these are outlined in our Business Partner Code of Conduct, published online in 2022.

Green employees will receive Code of Conduct training in 2023, and Green business partners will be asked to acknowledge their understanding of the Business Partner Code of Conduct. Per the Employee Code of Conduct, Green employees can contact their manager, or their manager's manager, with requests for ethics advice or to report violations.

Anyone inside or outside the company can report violations or send ethics-related questions to ethics@greenworldwide.com.

This grievance mechanism is managed confidentially by Green's People team. Green's President and CEO, Thomas Jorgensen, is further available as an escalation pathway.

ANTI-CORRUPTION

Green explicitly prohibits bribery and corruption in all forms, whether direct or indirect, in all parts of the world in which we operate –

Specifically, Green prohibits making or causing to be made the offer, promise, gift, or authorization of payment or other benefit, favor or hospitality, whether directly or indirectly, to any government official to influence or with the intention to influence an action, inaction, or decision to obtain or retain business advantage for Green.



Regardless of local practice, Green does not allow under any circumstances the making of “facilitation payments,” i.e., payment to a government official for routine governmental action (such as processing papers, issuing permits, etc.), in order to expedite performance of duties.

These prohibitions are stated in our Employee and Business Partner Codes of Conduct.

No incidents of corruption involving Green or our employees were reported in 2022, and we took no actions against our business partners for corrupt practices.

ANTI-COMPETITIVE BEHAVIOR

Green is committed to the principles of free and fair competition –

It is our policy to compete vigorously and effectively while always complying with applicable anti-trust laws.

No legal actions regarding anti-competitive behavior were taken against Green during the reporting period, and Green was not identified in any violations of anti-trust or monopoly legislation during the reporting period.



Our Employee Code of Conduct says that we must:

- Keep contact with competition to a minimum
- Not disclose to, seek from or exchange with competitors any commercially sensitive information such as price, contract negotiations, capacity, commercial strategies or plans, bidding intentions, customers or marketshare
- Not discuss commercially sensitive information in joint ventures with competitors or potential competitors unless it relates to a specific venture
- Not disclose commercially sensitive information when participating in trade or industry associations
- When selling services to or purchasing services from a competitor, only exchange information that is legitimately required to complete the transaction

The Code further specifies that it is illegal to enter into any agreement with a competitor concerning process, costs, terms, customers, markets, business plans or another other matter that could affect competition. A spoken agreement is as illegal as a written agreement.



SECURE DATA SYSTEMS

Accurate, secure data about cargo and all involved parties is mission-critical to Green's business, and our customers trust and rely on us to maintain this.

Our commitment to employing advanced computer applications to ensure the cybersecurity of our operations, hardware, software, and confidential electronic data also supports our C-TPAT certification (see page 78 of this report).

Green's data security is managed by our IT department through alerts from various security applications and our Splunk Security Information and Event Management (SIEM) system, which aggregates alerts and events and can use this to highlight potential threats.

Our relevant policies include Internet Security Policies, IT and Email Policies and Procedures, and Acceptable Use Policy documents that govern use of IT systems and security of data and devices.

We have achieved full compliance with the NIST standard for Protecting Controlled Unclassified Information in Nonfederal Systems and Organizations (SP 800-171) and will maintain this compliance.

No substantiated complaints of customer privacy breaches or customer data losses were identified during the reporting period.

CYBERSECURITY ASSESSMENT & TRAINING

Employee behavior is a key aspect of data security.

We conduct cybersecurity assessments annually and take remedial actions based on the findings –

In the fourth quarter of 2022 we began to implement a formal cybersecurity training program consisting of phishing campaigns, targeted training, and awareness training. The program was fully implemented in 2023.



Our current
SAPA
(Security
Awareness
Proficiency
Assessment)
score is 56.4% –

Compared to the industry standard of 63.6%.

We are working diligently to improve this score through our training and awareness campaigns and expect to see improvements throughout 2023 and beyond.

Green's own compliance with U.S. trade regulations is managed by our Compliance team, led by Vice President Rex Sherman, LCHB CCS.

REX SHERMAN | Vice President
LCHB, CCS



KATE RAYER | Vice President Global Trade
Compliance
LCHB, CCS

Services related to helping our customers comply with U.S. trade regulations are managed by the Global Trade Solutions team, led by Vice President, Kate Rayer, LCHB CCS.

U.S. TRADE REGULATIONS

Green's workforce and business successes are dependent on, and affected by, regulatory and legislative developments around U.S. trade –

Dedicated monitoring of emerging issues, internal expertise, operational agility, and business adaptations enable Green to provide reliable services and minimize service delays.

C-TPAT

The Customs-Trade Partnership Against Terrorism (C-TPAT) program is a public-private partnership that serves as a critical layer in U.S. Customs and Border Protection's (CBP) multi-layered security strategy.

Through this program, CBP works with the trade community to strengthen international supply chains and improve United States border security.

Green Worldwide Shipping has proudly held C-TPAT certification as a Customhouse Broker since November 2009.

CENTIPID

Green has a strategic partnership with Centipid, a C-TPAT consulting company, to provide our clients with comprehensive C-TPAT certification, maintenance, and training services. These services enable our clients to participate in the beneficial program, maintain the compliance of their program, and realize its myriad benefits for importers in the United States.

As participants in the C-TPAT program, it is the policy of Green to commit to:

- Dedicating adequate resources to make certain our C-TPAT security program can be effectively implemented and is sustainable.
- Create and promote a positive, healthy, and safe work environment for our employees, customers, and other business partners.
- Provide C-TPAT training and security guidelines for Green employees and business partners and continue to promote the C-TPAT program.
- Commit to working with our business partners to continually improve supply chain security and business practices.
- Comply with international and national security regulations and initiatives.
- Screening of potential business partners prior to conducting business transactions.
- Conduct an annual self-risk assessment and annual review/audit of our company's C-TPAT security program in order to detect any insufficiencies and act accordingly.
- Cooperating with and to notify U.S. CBP and/or other law enforcement agencies of any activity related to a breach in the supply chain security or other suspicious events.
- Commit to employing advanced computer applications to ensure the cyber security of our operations, hardware, software and confidential electronic data.

FORCED LABOR

We support our clients in their efforts to prevent forced labor in their supply chains and comply with relevant legislation by publishing educational material and providing them with the tools, including templates and other resources, needed to map their supply chains, and assess, manage, and mitigate the risk associated with the forced labor.

Green's own commitments and actions regarding the prevention of forced labor in our operations and value chain can be found on page 57 of this report.

MONITORING REGULATIONS & LEGISLATION

Green participates actively in our industry to stay abreast of changes to U.S. trade regulations.

We monitor changes to regulations and legislation through trade organizations like the National Customs Brokers & Forwarders Association of America and the Los Angeles Customs Brokers & Freight Forwarders Association; email and website notifications from CBP; and industry research, webinars, and workshops.

INNOVATIVE APPROACHES TO SERVICE OFFERINGS

“Innovation is managed by real people, through cutting-edge technology –

These are the kind of programs Green is proud to support and bring to international supply chains as they evolve to serve the markets of the future.

We have an incredible opportunity to impact how the world engages in sustainable transportation & logistics solutions for their business.”

GREG BOLLEFER

Executive Vice President
Commercial & Product
Development



We believe true innovation comes when we bring something new and valuable to our customers or the industry. However, we often find that new doesn't always mean valuable and the valuable isn't always new.

In 2022, Green continued to forge our own path in developing innovative and sustainable supply chain services driven by some spectacular people empowered with the latest technologies. We invested heavily to integrate carbon emission calculation into both our internal systems and make it publicly available to all users in our industry. We added support APIs from innovators such as P44 to enrich our data quality and make cross-network connections to enhance visibility for our customers. Using the latest technologies to optimize the services Green provides, however, is only part of our innovative approach.

We believe true innovation comes from the exceptionally talented and creative people that drive our service offerings. When developing transportation & logistics solutions, we focus on creating positive bottom-line impact for sustainable supply chain growth. Regulatory compliance services such as drawback, Section 301, and tariff engineering for example, are often overlooked and can have significant returns for shippers.

Green is committed to continuous improvement and service innovation that is driven by supply chain experts empowered by tomorrow's technologies.

SMART TRADE COMPLIANCE

Green provides advisory services related to trade and customs compliance for our clients, including Harmonized Tariff Schedule (HTS) classification, trade remedy support, country of origin analysis, import manual creation and maintenance, free trade agreement analysis, and valuation reviews.

These global trade compliance solutions are timely programs that bring real, tangible returns to our customers. The impact is often paramount for businesses dealing with Section 301, high-duty rates, and complex regulated supply chains. As U.S. trade relationships evolve, global trade compliance programs are constantly evolving, bringing new and innovative value to our clients.

FOREIGN TRADE ZONE

Foreign Trade Zone Managed Services provides tailored solutions for companies participating in the Foreign Trade Zone (FTZ) program to streamline supply chain operations while reducing costs.

Services include FTZ warehousing, zone implementation, project management, data and system integration, process development, activation and application, inventory control and recordkeeping systems and administration, Customs declaration filing, and compliance support. Green-managed FTZs processed over half a million inventory transactions in 2022.

DUTY DRAWBACK

Duty Drawback services are for companies eligible to receive duty and tax refunds from CBP for imported merchandise that they have subsequently exported or destroyed.

Services include duty drawback eligibility evaluation, data analysis, program implementation, and claim preparation.



NEW GREEN TECHNOLOGIES

Green launched the secure Green CO2Check portal in March 2022. Using the GHG Protocol-compliant Global Logistics Emissions Council (GLEC) framework and real data about shipment routings from our operations system, we quantify clients' emissions for shipments moved with Green and provide sustainability teams with custom-configured management dashboards.

This provides our clients with quality data on their emissions from upstream & downstream transportation (GHG Protocol Scope 3, Categories 4 & 9), which are otherwise notoriously difficult to understand –



We can also calculate emissions for shipments moved by other providers if clients give us that data and feed the emissions calculations directly into clients' ERPs. In order to provide maximum accessibility, we have also made our emissions calculator available, at no cost, to anyone on our website at <https://www.greenworldwide.com/sustainability/calculate-emissions/>

By the close of 2022, we had three active CO2Check clients managing 6300 tonnes of CO2e from their shipments.

6300 MT
CO2E

During 2022, we were also hard at work on our next customer ESG tool, GreenCheck, scheduled for launch in 2023.

GreenX is our shipment control platform that gives real-time shipment visibility to our customers. At the touch of a button, our users can see shipments, details, invoices, arrivals and many other useful metrics that help them plan, manage and optimize their logistics supply chain.

greenX®
SUPPLY CHAIN SYSTEM

At the close of 2022, there were 150 active GreenX users, a 20% increase from the previous year.

UPLIFT PARTNERSHIP

In October 2022, we were excited to officially announce our partnership with The Uplift Agency, a sustainability, social impact and ESG consulting firm, to help U.S. companies improve the sustainability of their operations and global supply chains.

The partnership combines Green's expertise in global transportation, logistics, and technology solutions with –

Uplift's environmental, social, and governance (ESG) consulting to provide shippers with comprehensive support to build more sustainable and responsible supply chains and operations.

Services offered through the partnership include:

GHG Emission Reduction

Supply Chain Design & Optimization

Product & Packaging Waste Reduction

Resource Efficiency and Waste Analysis

Energy Reduction Plans

Product Chemicals of Concern Audit

Responsible Sourcing

Human Rights Due Diligence & Compliance

ESG & Sustainability Strategy

ESG Reporting, Communications & Creative



TREES FOR THE FUTURE

Since 2019, Green Worldwide Shipping has partnered with Trees for the Future to plant a tree for every shipment we handle.

Trees for the Future is an international development 501(c)(3) non-profit organization that meets a triple bottom line standard by planting trees for poverty alleviation, hunger eradication, and healing the environment.

It is a farming system that thinks vertically, not just horizontally

FOREST GARDEN BENEFITS

We believe in Trees for the Future's approach to support agroforestry over conventional agriculture, building rich, diverse communities of flora.

In addition to providing fruits, berries, and nuts, trees can improve the fertility of degraded soils (through nitrogen fixation), prevent wind and soil erosion (contributing to improved fertility), increase water penetration into underground aquifers, and contribute to improvements in the growing environment.

These Forest Gardens are a multi-layered, multi-purpose distribution of vegetables, bushes, and trees designed to optimize productivity of a piece of land.



**TREES
FOR THE
FUTURE**

Certificate of Support



This certificate is proudly awarded to

Green Worldwide Shipping

for funding

470,000 TREES PLANTED

5/22/2023

DATE

A handwritten signature in black ink, appearing to read "Tim McClellan".


TIM MCLELLAN
CEO
Trees for the Future



In 2022,
we worked
with Trees
for the Future
to plant
75,000 trees


Since our partnership began in 2019, we
have planted almost half a million trees!



The background of the slide features a repeating pattern of the Greenworldwide SHIPPING logo, which consists of a circular icon with a stylized 'G' and the text 'greenworldwide SHIPPING'. On the right side, there is a large, solid green graphic element that resembles a stylized letter 'G' or a partial circle.

For more information about our sustainability program –

Please contact sustainability@greenworldwide.com
or visit greenworldwide.com/sustainability/
for more information.



For media, press,
or general
inquiries –

Please contact **web@greenworldwide.com**
or visit greenworldwide.com for more information.

BOTTOM LINE,

we speak freight

IT'S TIME TO MOVE FREIGHT

FORWARD