

2023

SUSTAINABILITY REPORT



ABOUT THE REPORT

The Green Worldwide Shipping 2023 Sustainability Report covers data from calendar year 2023.

The most recent previous report was published in October 2023, reporting on 2022 data. The next report will be published between March and June 2025, reporting on data for calendar year 2024.

The current report continues to expand the quantified data included, with details noted in each section. There are no other major changes compared to last year's report.

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

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To our Green Worldwide Shipping Teams, Partners, and Stakeholders,

CEO MESSAGE

I am honored to present Green Worldwide Shipping's 2023 Sustainability Report, reflecting our unwavering commitment to fostering a sustainable future for our planet and society. This year, our dedication to sustainable practices has yielded significant achievements that not only affirm our leadership in the logistics and transportation industry but also demonstrate our resolve to make a positive impact on the world.

2023 has been a transformative year for Green Worldwide Shipping. Building on the solid foundation laid in 2022, we have continued to innovate, expand, and deepen our commitment to sustainability. Our mission remains clear: to move the world's global trade with integrity, efficiency, and sustainability – for every customer, every shipment, every time.

Our growth in 2023 has been marked by strategic expansion and advancements in partnership and technology. We opened new facilities in Milwaukee, Savannah, and Fort Worth, enhancing our capacity to serve key markets and meet the increasing demand for efficient and sustainable logistics solutions.

We have joined several key groups dedicated to advancing decarbonization in heavy transport. Our participation in the Smart Freight Centre's Book and Claim Community, the Zero Emission Maritime Buyers Alliance (ZEMBA), and the Center for Green Market Activation's Heavy Duty Trucking buyers' alliance (GMA Trucking) exemplifies our commitment to collaborative action on transport decarbonization. Together with these organizations, we help expand access to zero-emission shipping services, enabling our cargo owner customers to make more sustainable transport choices and take action on this category of their Scope 3 greenhouse gas emissions.

In September 2023, we became one of the original members of

ZEMBA, contributing to the successful conclusion in spring 2024 of its first tender for zero-emission ocean shipping services. This initiative will decarbonize more than one billion TEU-nautical miles of ocean shipping by 2026. Similarly, our founding membership in GMA Trucking will support the deployment of zero-emission trucking services in the United States. Through these alliances, we offer our customers sustainable fuel certificates, helping them decarbonize their shipments without requiring their direct participation in these groups.

This year we also launched GreenCheck, a comprehensive tool for managing Scope 3 transport emissions. GreenCheck enables logistics professionals to make informed, real-time decisions that reduce supply chain emissions. By leveraging our extensive shipment data and real-time schedules, we can empower companies to implement directed mitigation plans, achieving significant emission reductions without relying on offsets or future fuels. We are proud to say that GreenCheck was built and developed by us, real freight forwarders that understand the processes and requirements of our customers' supply chains.

For companies beginning their sustainability journey, GreenCheck can help in calculating and understanding their transport emissions. For companies with established sustainability programs that have primarily focused on Scope 1 and 2 GHG emissions, our tool lets logistics and sustainability teams understand their Scope 3 upstream transportation emissions, explore the solutions available, and review the investment needed to drive short- and long-term reductions. When it comes to companies with mature sustainability programs and public Scope 3 commitments, who already know and understand their Scope 3 data, GreenCheck helps implement and manage reduction programs in real time to drive actionable year-over-year results.

As we move forward, our focus will remain on innovation, collaboration, and sustainability. We maintain the highest standards of ethics and integrity and have zero tolerance for corruption. We are committed to setting ambitious emissions reduction targets, expanding our sustainability initiatives, and fostering an inclusive culture that values diversity and empowers our employees.

I couldn't be more proud of the grassroots efforts our own local teams are making throughout the organization, all year long. We call them GREAT (Green Action Team) and they are; they take the sustainability commitments and values we uphold as a company and make them local, daily, and embedded. The Earth Month events that GREAT organized engaged coworkers across the organization and cleaned up local parks, rivers, and forests in our communities.

Green Worldwide's journey is one of continuous evolution, driven by the passion and dedication of our incredible team. Together, we will continue to lead by example, inspire positive change, and create a sustainable future for generations to come.

Thank you for your ongoing support and commitment to our shared vision.

THOMAS JORGENSEN
PRESIDENT & CEO



TREES FOR THE FUTURE

We began planting a tree for every shipment, customer, and employee in 2019 with international development non-profit organization Trees for the Future (TREES). In 2023, we partnered with TREES to plant more than 95,000 trees, bringing our four-year total well above half a million. We celebrate TREES' well-deserved February 2024 recognition as a UN World Restoration Flagship.

INCLUSIVE & SAFE WORKPLACE

Our commitment to creating an inclusive workplace where employees thrive has been a cornerstone of our success. In 2023, over 90% of our employees reported feeling fairly treated across various diversity aspects. We continued to prioritize fair compensation, ethical hiring practices, and ongoing training on unconscious bias.

COMMUNITY ENGAGEMENT & VOLUNTEERING

Our employees have been actively engaged in their communities, exemplified by our Houston team's volunteer work at the Houston Food Bank, the largest food bank in North America. This spirit of giving back is integral to our company culture and sustainability mission.

ABOUT US | Who We Are

Green Worldwide
Shipping is a forward-
thinking provider of
international logistics,
freight transportation,
warehousing,
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.

WHO WE ARE

We are about people; the people who work here and the people we serve, our customers.

We believe 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 embed these beliefs into our company culture with 34 Fundamentals, short sayings like “Deliver Exceptional Service” and “Speak Straight.” We continuously teach the Fundamentals and they inspire us to create best-in-class freight management experiences.

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 that will continue to drive our success.

More details about our people are in
“An Inclusive Workplace Where
Employees Thrive.”

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.

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.



CELEBRATING 15 YEARS OF GLOBAL SHIPPING EXPERIENCES

2023 marks a momentous year for Green

We have spent 15 years being passionate about our craft and growing in ways we could have scarcely imagined when we started.

15 OFFICES IN 15 YEARS

We are incredibly proud of our growth throughout North America, becoming an essential part of serving our local communities and helping them connect with global opportunities.

Freight forwarders arrange the transportation of cargo by air, land, and sea, and prepare and process the documents related to importing and exporting goods shipped internationally



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 operate warehouses and contract with transport providers; we do not own or operate transport vehicles.

We serve clients in dozens of industries including aerospace, automotive, fashion and textiles, energy, machinery, food and beverage, furniture, pharmaceuticals, and more.

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 empowers our freight experts with trust and respect to create powerful shipping experiences

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



Green Worldwide Shipping is a proudly North American company. From our first office in Atlanta, we've grown to fifteen branches as we celebrated our fifteenth anniversary in 2023. We operated eight warehouses during the year; one of these, Birmingham, concluded operations at the end of the year. We also set up our new Fort Worth warehouse, which began operations in January 2024.

We intentionally keep our corporate footprint in the communities that we live in and serve to build relationships and local expertise. Our local supply chain and transportation experts partner with local transportation experts all over the world to provide the most knowledgeable freight forwarding and keep local money in local economies.

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, we are freight forwarders first.



2023

March

MILWAUKEE

Debuting in March 2023, Green's Milwaukee warehouse serves as an inventory gateway to the Midwest and beyond.



September

SAVANNAH

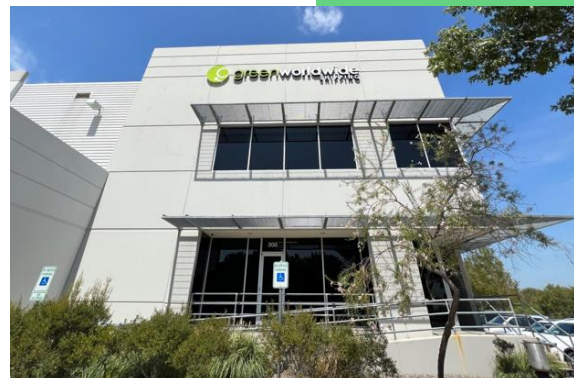
Green's strategic expansion into Savannah in September supports Trans-Atlantic trade and marks our third location in the state of Georgia.



November

FORT WORTH

Green expanded our Dallas/Ft. Worth footprint to service breakbulk, overweight, and out-of-gauge cargo.



“There is only one direction for Green, and that's growth

We are very proud to not only open new facilities in 2023, but also expand our presence in existing markets. When I visit these spaces, I see the impact of our business philosophy on customers and employees alike—

PETER AARO-HANSEN

CHIEF COMMERCIAL OFFICER

SUSTAINABILITY
DIRECTED MITIGATION
SPOTLIGHT

Green Worldwide Shipping was tasked by a clothing importer to create a directed mitigation plan demonstrating the ability to reduce Scope 3 transport emissions while maintaining other transit factors such as capacity, availability, transit time and cost.

We established a baseline from their actual 2022 shipment data. Then we used our proprietary GreenCheck software to compare greenhouse gas (GHG) emissions of real near-future vessel schedules for their needed volumes.

Primary considerations when evaluating trade lane options were vessel size, transit time, destination, schedule, and booking availability against capacity.

See page 35 for details of this Directed Mitigation Plan.



Our value chain is focused on getting our customers' cargo where it needs to go, with full visibility every step of the way, through in-house expertise and strong partnerships

To transport our customers' freight we obtain and allocate cargo space on container ships, airplanes, and trucks, and we use technology and personal communication to keep our customers informed throughout every shipment. In all cases, movement of cargo is handled by the transportation carriers rather than in-house.

Since we intentionally maintain offices in North America only, we cultivate long-term, mutually beneficial contractual relationships with our overseas agents in other countries, and coordinate with one of these preferred agents on each international shipment.

We help our customers' goods move efficiently and sustainably with our in-house warehousing, trade, technology, and sustainability services. We partner

with Centipid LLC to provide C-TPAT consulting services (see page 32).

We do transportation sustainability consultation, including directed mitigation planning (see page 34) in-house. For comprehensive ESG consulting, we partner with The Uplift Agency.

In 2023, we moved thousands of shipments around the globe as a freight forwarder, provided customs brokerage for thousands more, and operated 8 warehouses. Our Green Engineered Management (GEM) team provided shipment and order visibility for hundreds of customers through multiple technologies.

OUR VALUE CHAIN

Climate Change

Freight transportation and logistics activities make up 8–10% of global greenhouse gas emissions, with demand for freight transport expected to almost triple by 2050.

Extreme weather events like floods and storms disrupt ports and shipping routes.



Human Rights & Forced Labor

Transport workers do not always receive fair compensation and contracts from their employers

Labor rights disputes cause work stoppages and shipment delays

Goods made with forced labor cannot be imported into the United States

Global Governance

International trade regulations and disputes

War and conflict

Green's highest-level governance body is the Executive Team

Each branch is managed by a branch manager, who reports to the EVP Operations. All operations employees report to a branch manager.

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.

THE EXECUTIVE TEAM IS RESPONSIBLE FOR ESTABLISHING OUR CORPORATE STRATEGY

Green's ESG decisions are made by the Director of Sustainability and the EVP of Commercial & Product Development. The CEO and/or Executive Team are informed of or consulted on these decisions as appropriate.



Chief Executive Officer
THOMAS JORGENSEN



Chief Financial Officer
RANDY DURNWALD



Chief Commercial Officer
PETER AARO-HANSEN



EVP Commercial & Product Development
GREG BOLLEFER



Executive Vice President Operations
NICK BROWN



Head of People and Culture
FAYE HUGHES



MEMBERSHIPS & PARTNERSHIPS

Green Worldwide participates in many industry-specific associations, including WCAworld, the world's largest and most powerful network of independent freight forwarders, and the Global Project Logistics Network (GPLN). In the Aviation Logistics Network (ALN), we are the exclusive U.S. partner.

We participate in a significant role in the National Association of Foreign Trade-Zones (NAFTZ), where we sit on the Automation Committee and the Operator/User Committee.

In the sustainable logistics space, we joined the Zero Emission Maritime Buyers Alliance, GMA Trucking, and the Smart Freight Centre during the reporting period. Read more about our participation in these industry-leading initiatives on page 25 of this report.

We partner with The Uplift Agency to offer comprehensive ESG consulting services.

LICENSES, ASSOCIATIONS & PARTNERSHIPS

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 (UGASBDC)
WCAworld | World Cargo Association
Aviation Logistics Network (ALN)
Global Project Logistics Network (GPLN)
International Longshore and Warehouse Union (ILWU)

SUSTAINABILITY

Trees for the Future | Trees.org
UN Global Compact (UNGC)
TAT (previously Truckers Against Trafficking)
Smart Freight Center (GLEC, Clean Cargo, Clean Air Transport)
Zero-Emission Maritime Buyers Alliance (ZEMBA)
Center for Green Market Activation Trucking Initiative (GMA Trucking)
Great Place to Work

WE SUPPORT



UN GLOBAL COMPACT

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

UNGC is the world's largest corporate sustainability initiative. In 2023, we submitted our annual UNGC Communication on Progress using the new standardized questionnaire format, which will allow participants and the public to more easily benchmark companies and transparently track progress over time.



UPLIFT PARTNERSHIP

In 2023, we continued our partnership with The Uplift Agency, a sustainability and social impact consulting firm, to help U.S. companies improve the sustainability of their operations and global supply chains.

Read more on page 36.


Green Worldwide Shipping’s sustainability planning and action are guided by our material topics, which we determined through the comprehensive double materiality assessment we conducted in 2022. We gathered more than 8,000 individual data points from our leadership, employees, customers, overseas agents, industry organizations, and the transportation and logistics (T&L) industry. We analyzed all of this information to determine our most significant impacts on society and the environment, and the external social and environmental issues that will have the greatest impact on our success.

OUR EIGHT MATERIAL TOPICS ARE:

- 1. Employee Expertise and Performance
- 2. An Inclusive Workplace Where Employees Thrive
- 3. Human Rights
- 4. Climate Actions & Commitments
- 5. Ethical Business Practices
- 6. Secure Data Systems
- 7. US Trade Regulations
- 8. Innovative Approaches to Service Offerings

There have been no changes to our material topics since the previous reporting period.





Employee Expertise & Performance



An Inclusive Workplace Where Employees Thrive



Human Rights



Climate Actions & Commitments



Ethical Business Practices



Secure Data Systems



U.S. Trade Regulations



Innovative Approaches to Service Offerings

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.

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.

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 activities by our business relationships, even if we have not contributed to those impacts.

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.

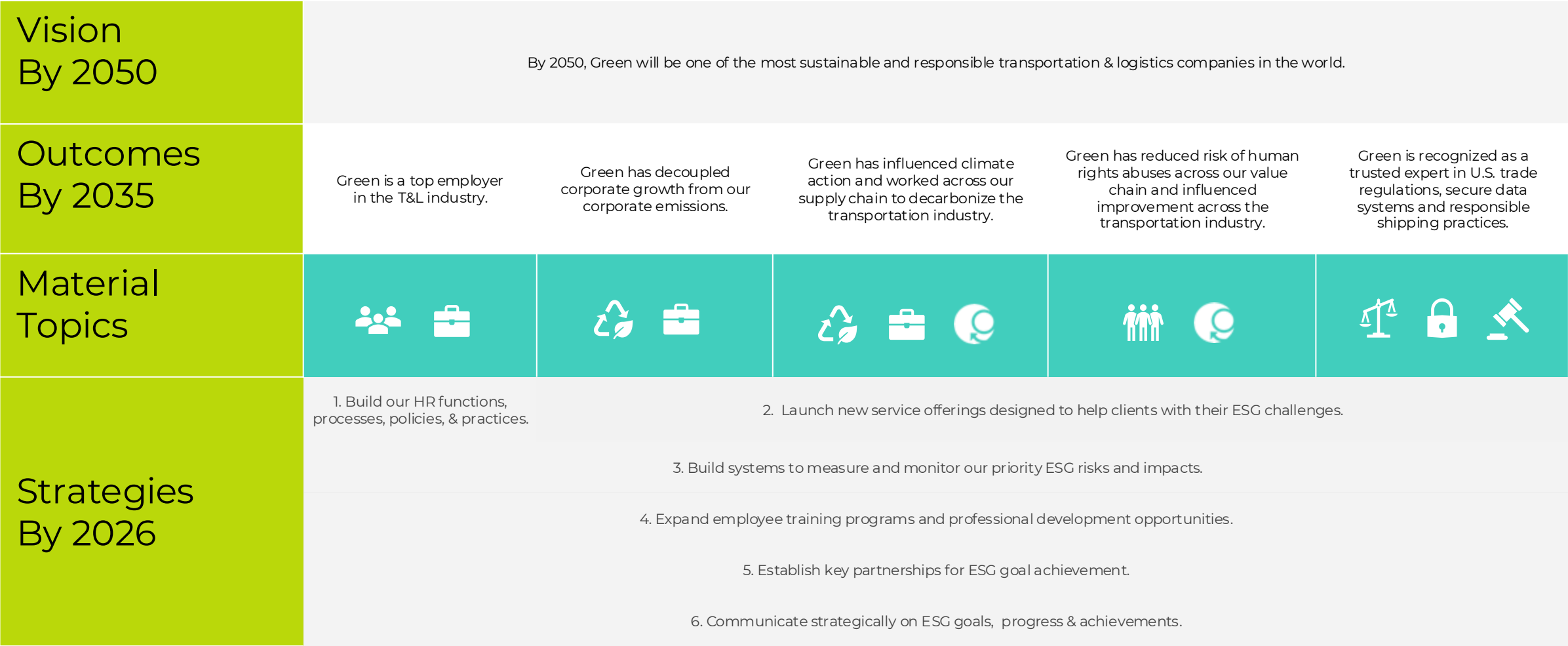
Managing risks around ethical conduct of business, including fraud, corruption, and bribery and facilitation payments, and avoiding conflicts of interest, misrepresentation, bias, and negligence. Adequate employee training and implementation of policies and procedures ensure employees provide services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

In 2023, we made these material topics the foundation of our ESG strategy, which details the primary outcomes we want to reach by 2035, the key strategies we will use to achieve those outcomes, and the capabilities we need to put in place to enable these strategies and outcomes. Our goal-setting and strategic planning ensures 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.



At Green Worldwide Shipping, our respected, empowered people make the difference to our customers and to the global community we're a part of

THESE IDEAS ARE
FOUNDATIONAL
TO WHO WE ARE

This section covers the following material topics:

- Employee Expertise and Performance
- An Inclusive Workplace Where Employees Thrive
- Human Rights



4

INVEST IN RELATIONSHIPS

Get to know your clients and co-workers on a more personal level. Talk more and e-mail less.

Understand what makes others tick and what's important to them. Strong relationships enable us to more successfully work through difficult issues and challenging times.

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.

EMPLOYEE EXPERTISE AND PERFORMANCE

At Green Worldwide Shipping, we support our people to Deliver Exceptional Service (Fundamental 1) with an extensive training and development program and continuous performance feedback. Focusing on employee expertise and performance lets Green grow our business, maintain our thought-leader reputation, and build authentic relationships with our customers and each other.

Our learning program meets each team member where they are. Whether someone is a seasoned logistician, new to the world of international freight forwarding, or starting a new role or leadership position, we provide the training to build their skills and competencies.

Our performance management program is collaborative: Employees shape their own goals with the help of their managers, and managers work directly with employees to coach their performance and expertise. The Fundamentals guide all of us, at all levels, to support and celebrate each other's great work.

EMPLOYEE TRAINING & EXPERTISE

Green offers job-related training, hands-on experience, coaching, and formal education to help employees Work on Yourself (Fundamental 19).

We launched our new learning management system, Greenhouse University (GHU), in 2023. GHU gives employees access to live training sessions with subject matter experts, pre-recorded videos, manuals, and assessments.

Job-specific training includes topics like quoting, compliance, sales, accounting, CargoWise, operations, and customs brokerage. Many trainings are voluntary, while others like HAZMAT Awareness and C-TPAT are mandatory and must be completed annually.

Education on sustainability includes climate change, GHG emissions inventories, human rights and human trafficking, and sustainability reporting.

Green understands that training and development are multifaceted, so offerings also include topics such as mental, physical, and financial health.

Our People Team and its Learning & Development Specialist track and report on training. During the reporting period, we conducted numerous live trainings on dozens of topics in GHU.

39% of employees completed at least one of the recorded courses in GHU



PEOPLE | Employee Expertise and Performance

Relevant certifications earned and maintained in 2023 include Dangerous Goods certifications, the NCBFAA's Certified Customs Specialist, and LCHB credentials.

The Green Academy apprenticeship program is a two-year program designed to kickstart participants' careers in international logistics. Participants rotate through our Imports, Exports, Accounting, and Commercial teams. In 2023, Green Academy had its first two graduates and two more continuing participants.

Green employees also take advantage of external educational opportunities like conferences and formal higher education. Green employees attended the UN Global Compact Leaders Summit, Climate Week NYC, and the Wisconsin Sustainable Business Council Conference, among others, during the reporting period. Green's tuition reimbursement program encourages employees to advance their formal education by covering part or all of the costs of job-related further education.

Green monitors employees' perceptions of training, support, and other aspects of job satisfaction with employee surveys throughout the year, including the Great Places To Work Survey. In the 2023 Great Places to Work survey, 83% of respondents said they felt they were offered training and development to further themselves professionally.

Finally, Green continuously teaches our culture through a Fundamental of the Week. Each Monday, an employee reflects on that week's Fundamental, and teams discuss that Fundamental in their weekly meetings. This motivates and aligns our workforce around our core values. During the reporting period we distributed 52 Fundamental of the Week emails.



EMPLOYEE PERFORMANCE

Green Worldwide Shipping will always Be Passionate About Quality (Fundamental 2); we say “good is not good enough.” Our performance management program helps us excel.

One-on-one meetings between employees and their manager are necessary for building relationships and giving clear performance- and development-related feedback. In 2023, Green used 1:1 card decks to spark productive conversations between managers and team members.

We manage and align performance across the company through Greenhouse, our HR platform. In 2023, we launched Growth Opportunities for all employees who have worked more than 6 months. (Newer employees complete 30-, 60-, and 90-day reviews.) Growth Opportunity meetings address core competencies and an employee's annual goals.

In addition to formal performance evaluation from managers, Green employees encourage high performance among each other through the Fond employee recognition program, and through a quarterly and annual company-wide recognition of employees who best exemplified Fundamental 1, “Deliver Exceptional Service.”

CUSTOMER EXPERIENCE

Our expert, high-performing employees produce happy customers.

Every Green employee is responsible for ensuring each customer achieves their desired outcome, from our executives, accounting, and HR teams to our branch transportation specialists. We all work together to build a strong network of customer-advocates.

Green Worldwide Shipping conducts business reviews by actively soliciting customer feedback through surveys and direct communication. Business reviews provide valuable insights into customer needs, highlight areas for growth, and foster customer loyalty and trust.



OFFICE SPOTLIGHT: PHOENIX

Strategically located in the Southwest, our Phoenix facility provides a centralized hub for distribution across the western United States. With quick access to major highways and rail networks for efficient logistics solutions, our two Phoenix warehouses are positioned for maximum distribution access to major U.S. and export markets.

The Phoenix branch exemplifies Green's commitment to quality, and earned ISO 9001 certification for its quality management system in 2023. The quality management system ensures we deliver service that meets the high standards of The Green Way in international and domestic freight forwarding, Customs brokerage, and warehouse logistics solutions.

CUSTOMER SPOTLIGHT: PAPER PLANNER COMPANY

On January 31, 2023, the Green team in Dallas was poised to start fulfilling outbound orders for a new warehousing and distribution customer, a leading supplier of paper planners and organizers. That morning a massive ice storm hit Texas, shutting down roads and businesses across the state.

The team was unable to access the warehouse or fulfill orders for nearly two days, while order requests continued to come in. When they returned to the office on February 2, there was a backlog of 60,000 cartons to ship alongside a continuous flow of new orders.

The Green Dallas team notified their colleagues and within 24 hours, coworkers from across the country assembled to Deliver Exceptional Service (Fundamental 1). In fifteen days, this team handled 210,000 cartons, stripped and received 13 containers, shipped 26 outbound truckloads, and built and configured more than 1100 pallets.

The Green Worldwide Shipping team has had a positive impact on our business and flow of outbound shipments. Their order execution has been excellent with orders and units shipped on time exceeding 99%. Our customers have been extremely happy with Green's order preparation and the quality of their inbound shipments.

CUSTOMER'S DIRECTOR OF DISTRIBUTION

AN INCLUSIVE WORKPLACE WHERE EMPLOYEES THRIVE

Green Worldwide Shipping is a human-centric company of empowered and respected freight experts. We create the conditions for employees to thrive in their professional and personal lives through fair compensation, benefits packages that promote physical and mental well-being, and the strength of inclusion and diversity.

Our commitments around wellbeing, diversity, and inclusion are recorded in our Employee Code of Conduct and Employee Manual. During the reporting period, all employees completed Code of Conduct training, and all managers were trained on unconscious bias and ethical hiring practices.

OUR EMPLOYEES

We are proud to maintain a skilled, diverse workforce of freight experts who are representative of their communities.

A 2023 workplace survey showed that more than 90% of respondents believe Green employees are treated fairly on all measured aspects of diversity (gender 94%, race 92%, age 90%, sexual orientation 97%).

We are committed to pay equity and prohibit the use of salary history in compensation decisions to overcome pre-existing pay inequalities. Our most recent salary survey was conducted in 2022, and we plan to conduct additional pay equity analysis during the next reporting period.



DEMOGRAPHICS

Age	All	Gender	All	Managers	Senior Managers (Branch managers, Directors, VPs)	Executive Team
18-24	4%	Male	46%	55%	59%	83%
25-34	22%	Female	54%	45%	41%	17%
35-44	28%					
45-54	23%					
55-64	18%					
65+	4%					

Race	All	Managers	Senior Managers (Branch managers, Directors, VPs)	Executive Team
White	58%	68%	95%	100%
Asian	7.5%	2%	0%	0%
Black or African American	10%	9%	0%	0%
Hispanic or Latino	19.5%	16%	0%	0%
Two or More Races	5%	5%	5%	0%

EMPLOYEE HEALTH, SAFETY, & THRIVING

Green Worldwide Shipping conducts business with the highest regard for the safety and health of its employees, including mental health and the freedom from discrimination, harassment, intimidation, and any other form of abusive conduct. We comply with all applicable safety, health and workplace laws and regulations.

Our employee benefits support employees' health and wellbeing and are available to full-time employees working 30 or more hours per week. They 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

We offer additional wellness-enhancing activities throughout the year. Nearly one third of Green's employees participated in our annual GreenWalks step challenge. We offered monthly nutritional wellness trainings in summer 2023, and we conducted four Wellness Wednesdays in October 2023 to teach employees about meditation, tai chi, yoga, and relaxation.

During the reporting period, two members of the People team were certified as Mental Health in the Workplace Allies.

There were no reportable safety incidents or OSHA violations during the reporting period. There were no cases of discrimination or harassment reported during the reporting period.

EMPLOYEE SURVEY

Green conducts employee surveys twice a year to gauge where we're doing well and where we need to improve. The 2023 surveys were conducted in May and November using the Great Place To Work® platform.

Great Place To Work is the global authority on workplace culture, employee experience, and the leadership behaviors proven to deliver market-leading revenue, employee retention, and increased innovation. It is the only recognition based entirely on what employees report about their workplace experience – specifically, how consistently they experience a high-trust workplace.

In the May 2023 employee survey, 92% of respondents agreed with the statement “Taking everything into account, I think this is a great place to work.” On the strength of this and the rest of the survey results, Green Worldwide Shipping proudly received Great Place to Work Certification.

VOLUNTEERING

Green encourages our employees to be an active part of their communities; Make a Difference is Fundamental 6. In 2023, we added a new volunteer hours benefit to support this work. Each employee receives 8 volunteer hours to use at a charity of their choice in their local community during the year. We ask employees to write a post for The Globe, our internal blog, sharing how they used their volunteer hours and reflecting on the experience.

Green employees spent their volunteer time at dozens of organizations through the year, including food banks and drives, the Sickie Cell Foundation of Georgia, the Center for Hard to Recycle Materials, homeless shelters, Love Is Love Cooperative farm, clothing drives, and the American Red Cross.

Green employees contributed a total of 410 hours through this program during the reporting period, a total of 51.25 days spent making a difference.



TAT SPONSORSHIP

Human trafficking and the transport sector are intertwined. Human traffickers exploit roadways, railways and airways in communities across the country and world to recruit and transport their victims into forced labor and commercial sex. So members of the transport community have a special ability and responsibility to look for and disrupt human trafficking.

TAT (formerly Truckers Against Trafficking) started in 2009 with a simple yet powerful belief: that every truck driver can be a crucial ally in the fight against human trafficking. Since then, TAT has grown to encompass a greater portion of the transportation industry, forming deep alliances to maximize collective effort through programs that include innovative training, partnerships with law enforcement and advocacy efforts. Using targeted systems change as their model, they've raised awareness about trafficking, who it targets and its signs, and equipped individuals to take action whenever their lives intersect with it and its victims.

Green was proud to continue our Bronze-level sponsorship of TAT in 2023.

ST. JUDE SUPPORT

Since 2016, Green has been committed to supporting St. Jude Children's Research.

In 2023 we participated in the "Multi Market" Walk-Run for the second time.

We coordinated participants and fundraising at all of our branches and raised \$35,000.

HUMAN RIGHTS

Green Worldwide Shipping is a human-centric company and we're doing our part to end human rights abuses in our value chain.

In 2023 we implemented our human rights due diligence (HRDD) program taking a risk-based approach, as described by the Organisation for Economic Co-operation and Development (OECD) and the Department of Homeland Security (DHS), among others. Following our data solicitation and analysis, we published our first Human Rights Due Diligence Report.

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.

HUMAN RIGHTS DUE
DILIGENCE PROGRAM

To implement our HRDD program, we solicited data from a representative sample of our business partners, analyzed it, and published our HRDD report on our HRDD webpage.

First, we collaborated with external subject-matter experts to identify potentially at-risk business partners and solicit human rights and forced labor data from them. This resulted in a four-part segmentation of the business:

Air Carriers reflect a significant portion of our value chain by dollar value. We solicited data from all our air carriers.

Ocean Carriers also reflect a significant portion of our value chain by dollar value. We solicited data from all our ocean carriers.

International Agents are a significant portion of our overall business operations. We solicited data from our most-preferred international agent in each country.

Road Carriers (Truckers) are involved in a large volume of the transactions in our supply chains. We solicited data from our top 25% most-used truckers.

For our data solicitation, we used questions from the eLRT Lite, an open-access survey that facilitates accurate and reliable data exchange on labor rights practices.

We provided educational materials with the data solicitation, including educational information on human rights with a focus on forced labor, Green's Policy and Program, instructions for completing the survey from the data solicitation, and free resources such as the National Human Trafficking Hotline.

Our data solicitation had a 30% response rate. Within our business partner types, 46% of truckers responded, 27% of international agents, 13% of ocean carriers, and 6% of air carriers.

We reviewed the data provided by our business partners, and, where necessary, took additional action, such as escalation and further communication with business partners. During this initial iteration of our HRDD Program, we established a baseline of data and gained valuable insights into the human rights practices of our value chain.

For example, our analysis indicates that educating the value chain on fundamental issues would be very beneficial. We found that multiple business partners do not have a policy, or aren't aware of their organization having a policy, that prohibits forced labor. It seems that many actors in the global value chain take prohibition of forced labor and modern slavery, and its subsequent effects on human rights, as a given, when in fact the issues are ongoing and pervasive. Therefore, in addition to our planned improvements for the next iteration of our HRDD Program, education will be a key element moving forward.

During the reporting period, Green has not received any independently verifiable indication that human rights violations related to forced labor and modern slavery have occurred. We remain committed to due diligence in this field.

HUMAN RIGHTS DUE
DILIGENCE 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.

All 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.

PLANET

Green Worldwide Shipping's most foundational statement of who we are, our mission statement, says that we are "committed to positively advancing business, people, and the planet." We take a triple bottom line approach to business because we know that no business can succeed long-term without a healthy environment to sustain it.

Because we work in the high-emitting transport sector, our most significant environmental impacts are to the climate. Our greatest environmental efforts are therefore around partnering, educating, and supporting our employees, customers and value chain partners to reduce the transport emissions for which we have shared responsibility. We also work to understand and mitigate our direct environmental impacts in our offices and warehouses through our Green Action Team.

We also work to understand and mitigate our direct environmental impacts in our offices and warehouses through our Green Action Team.

This section covers material topic Climate Actions and Commitments.



CLIMATE ACTIONS & COMMITMENTS

When Green Worldwide Shipping conducted our first emissions inventory in 2023 on 2022 data, we learned that more than 99% of our emissions are from the shipments we operate as freight forwarders (Scope 3 Category 4, Upstream Transportation and Distribution). This knowledge informs our management of this material topic.

We work towards reducing our Scope 1 and 2 emissions by reducing our energy consumption in our offices and warehouses and investigating emission-reducing alternatives to propane-powered forklifts, but we spend the lion's share of our time and energy on tools, strategies, and partnerships to reduce transport emissions in our value chain.

Green Worldwide Shipping is committed to measuring, minimizing, and improving the environmental impacts of our business locally and globally, with a particular focus on immediate reductions of greenhouse gas (GHG) emissions.

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

GREEN CODE OF CONDUCT

This also creates direct value for our customers, as we have shared responsibility for these upstream transport emissions and shared benefit from reducing them.

GHG EMISSIONS INVENTORY

Green Worldwide Shipping conducted our second greenhouse gas emissions inventory in 2023 in accordance with the World Resources Institute's Greenhouse Gas (GHG) Protocol.

The inventory includes the greenhouse gases carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O). These emissions occur due to heating, electricity use, equipment use, freight transportation, and passenger transportation.

The industrial greenhouse gases hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6) and nitrogen trifluoride (NF3) are not relevant to Green's operations or supply chain and are excluded.

Green accounts for and reports 100 percent of GHG emissions from all ventures under its operational control. As of December 2023, 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.

This inventory accounts for Scope 1, 2, and certain Scope 3 emissions: upstream transportation and distribution (Category 4), business travel (Category 6), and upstream leased assets (Category 8).

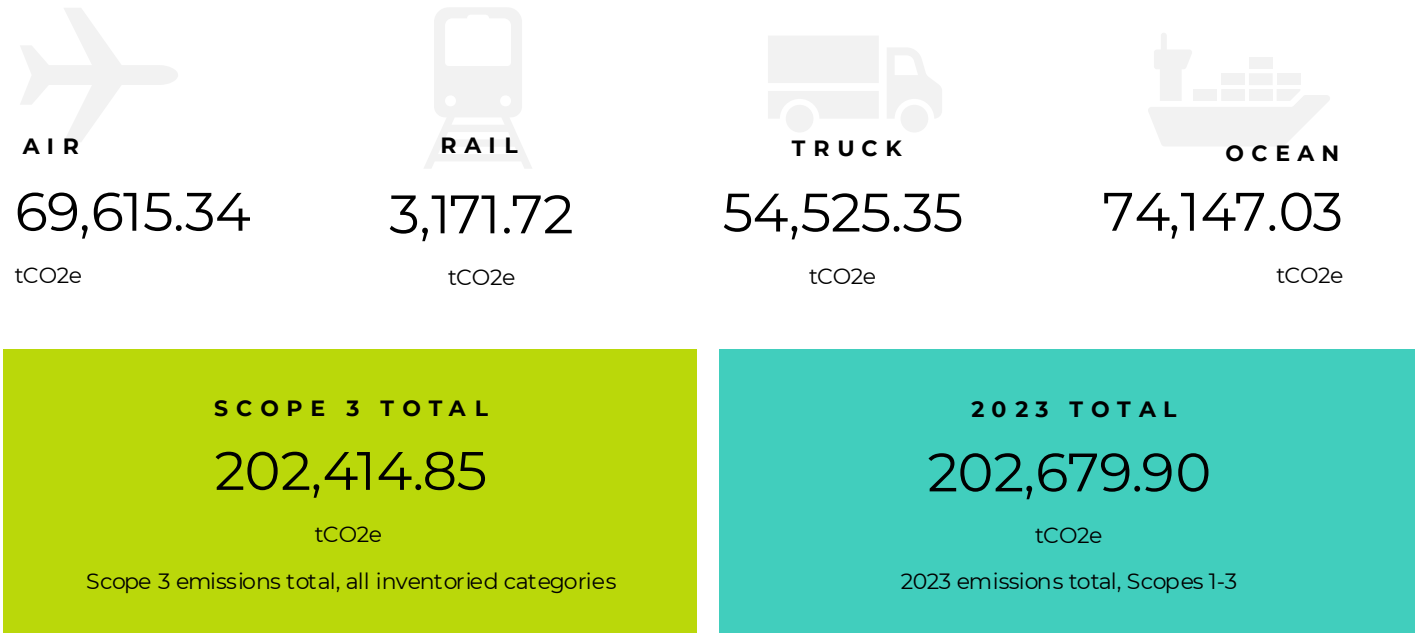
Additional Scope 3 emissions are relevant to our operations but have not yet been inventoried: purchased goods and services (Category 1), fuel and energy-related activities (Category 3), waste generated in operations (Category 5), and employee commuting (Category 7).



During the reporting period we expanded the inventory to include a spend-based estimate of our business travel emissions (Scope 3, Category 6). We also modified our calculation methodology for transport emissions (Scope 3, Category 4), switching from one Smart Freight Centre-accredited API to another, and significantly increasing our use of modeled data over default data for ocean transport. As such, our previously reported 2022 Scope 3 emissions (172,719.45 tCO2e) are no longer a comparable base year for our 2023 emissions and onward. We are currently assessing our data and approach to determine an appropriate Scope 3 base year.

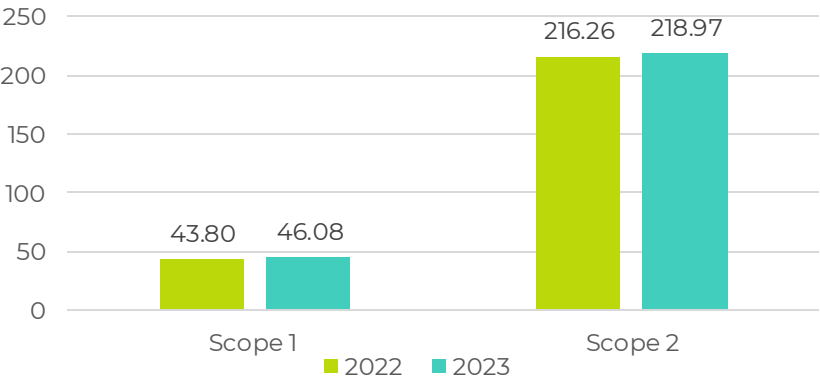
2023 TRANSPORT EMISSIONS

(Scope 3 Category 4, Upstream transportation and distribution)



Our emissions are as follows:

All figures are tCO2e



CUSTOMER EMISSIONS

The emissions from each shipment we operate belong in the GHG inventories of both Green and the shipment's cargo owner. We have shared responsibility for these Scope 3 Category 4 (Upstream Transportation and Distribution) emissions.

We have a publicly available shipment emissions calculator on our website so anyone can explore shipment emissions.

To give our customers access to this data, and to educate those who aren't yet calculating this part of their emissions inventory, we print each shipment's emissions total on the shipment invoice. We produce emissions reports for three customers, covering the battery, textile, and marine technology industries. And we offer cutting-edge emissions visualization and reduction through our GreenCheck system (see page 33).



DECARBONIZING LOGISTICS

In 2023, we spoke at two key events to advance low-carbon logistics. In May, Director of Sustainability Anne Shudy Palmer and GEM & Technology Solutions Manager Thomas Suggs spoke on panels at the Roadmap to Net Zero event hosted by New York's French-American Chamber of Commerce. In December, Shudy Palmer presented "Mitigating Maritime Shipping Emissions" at the Maritime Decarbonization Americas conference in Houston.

We also joined key organizations that enhance our ability to reduce our own shipment emissions and expand access to sustainable services for clients: ZEMBA, GMA Trucking, and the Smart Freight Centre

ZERO-EMISSION
MARITIME BUYERS
ALLIANCE (ZEMBA)

In September, Green became one of the original members of the Zero-Emission Maritime Buyers Alliance (ZEMBA), with the goal of promoting the development and competitive pricing of zero-emission maritime fuels throughout the international transportation sector.

By participating in this first-of-its-kind program, we hope to send a strong demand signal to ocean carriers, shippers, and our fellow logistics providers that the path to sustainable shipping starts with us – all of us.

Green Worldwide Shipping® is proud to announce our participation in a groundbreaking Request for Proposals (RFP) initiated by Zero-Emission Maritime Buyers Alliance (ZEMBA). The Alliance seeks maritime carriers for bids to move 600,000 twenty-foot containers (TEUs) on zero-emission fuel-powered ocean vessels over three years. The goal of this pioneering initiative is to reduce nearly 1 million metric tonnes of carbon emissions – equivalent to taking 215,000 cars off the road.

This RFP is a significant milestone toward a zero-emission maritime future. With over 20 climate-leading companies engaging in ZEMBA's inaugural tender process, and more to come, we're building the business case for a surge of investment in zero-emission maritime solutions, including new fuels and technologies that are not yet commercially available.

Real leadership means taking action to solve problems, even the most challenging, and being willing to try innovative approaches. Advanced market commitments can be a game changer for harder-to-abate sectors like ocean shipping. I applaud our ZEMBA members for their leadership.

INGRID IRIGOYEN
PRESIDENT & CEO, ZEMBA

PLANET | Climate Actions & Commitments

Green Worldwide Shipping® joins a consortium of over 20 companies, including giants like Amazon, Electrolux Group, IKEA, and Patagonia, in this historic tender. The group's mission is to accelerate the commercial deployment of zero-emissions shipping services, cultivate a competitive market for these services, and combat carbon emissions. What sets the ZEMBA tender apart is its ambitious goal of achieving a minimum 90% reduction in greenhouse gas emissions compared to traditional fossil fuels on a lifecycle basis. Beyond emission reductions, the selection of fuels also addresses safety and land use considerations, particularly those related to biogenic substances. The rollout of shipping services powered by these cleaner fuels is slated to commence in 2025.

“Green Worldwide Shipping is honored to be a part of ZEMBA's mission to accelerate the adoption of zero-emission maritime fuels and excited to offer this solution to our customers. This initiative aligns with Green's commitment to environmental sustainability and marks a pivotal moment in the shipping industry's decarbonization journey.”

ANNE SHUDY PALMER
DIRECTOR OF SUSTAINABILITY

ZEMBA's approach includes negotiations for a “green premium” to account for the additional costs associated with operating vessels using zero-emission fuels. The organization aims to establish a new market for zero-emission fuels, facilitating the deployment of scalable and sustainable solutions for the entire shipping industry. Final contracts will be executed through bilateral agreements between ZEMBA members and the selected bidder. As part of the RFP tender process, bidders must provide vessel and fuel assurances as requested by ZEMBA. The winning bidder is also obligated to arrange for third-party verification of the emissions reductions claimed by ZEMBA members.

SMART FREIGHT CENTER

In October, Green joined the Smart Freight Centre (SFC), an international non-profit organization focused on reducing greenhouse gas emissions from freight transportation. Their goal is to guide the global logistics industry to track and reduce its GHG emissions by 1 billion tonnes by 2030 and reach zero emissions by 2050 or earlier. They collaborate with multinational partner organizations to quantify impacts, identify solutions, and advocate logistics decarbonization strategies.

Supply chain decarbonization is critical to combat the impacts of climate change, and Green's participation in the SFC community will allow Green to accelerate its greenhouse gas emission reductions and offer sustainable solutions to its customers.

The strategic alliance marked Green Worldwide Shipping's dedicated involvement in three programs led by the Smart Freight Centre — Global Logistics Emissions Council (GLEC), Clean Cargo, and Clean Air Transport.

The Global Logistics Emissions Council (GLEC) program, a cornerstone of Green Worldwide Shipping's commitment to sustainability, provides comprehensive methods and guidance for the decarbonization of logistics. By actively participating in GLEC, Green Worldwide Shipping aims to implement cutting-edge strategies that reduce carbon emissions across its global logistics network.

Clean Cargo focuses on decarbonizing marine transportation. As a participant in the Clean Cargo program, Green Worldwide Shipping is dedicated to advancing low-carbon practices within its maritime operations.

Green is also actively engaged in the Clean Air Transport program, an ambitious effort to decarbonize air freight. Recognizing the unique challenges and opportunities in air transportation, Green seeks to pioneer sustainable solutions that address the environmental impact of air freight logistics.

“At Green Worldwide Shipping, our commitment to sustainable, responsible logistics guides our strategy and actions. Joining forces with the Smart Freight Centre and actively participating in the GLEC, Clean Cargo, and Clean Air Transport programs will let us drive positive change in the logistics industry.”

ANNE SHUDY PALMER
DIRECTOR OF SUSTAINABILITY





GMA TRUCKING

In December, Green became a founding member of the Center for Green Market Activation™ (GMA) Trucking Initiative.

GMA is a US-based, globally focused nonprofit that works with climate-leading companies and non-profits to jump start new markets in green fuels and materials. Through innovative book-and-claim systems, new and creative procurement approaches, and demand aggregating buyers' alliances, GMA catalyzes and scales the uptake of low- and zero-carbon goods and services in the hardest-to-abate sectors.

GMA's Heavy Duty Trucking Initiative is supporting first-of-their-kind, scalable partnerships focused on getting battery electric vehicle (BEV) and fuel cell electric vehicle (FCEV) class 8 trucks on the road. Heavy-duty vehicles account for more than 1.2Gt of CO2e emissions globally, while less than 1% of new medium- and heavy-duty vehicles sold are BEVs or FCEVs. By bringing together trucking customers like Green with truck manufacturers, low-carbon fuel providers, and fleet owners and operators, GMA Trucking will be able to fund low carbon trucks in regions where deployment is otherwise uneconomic.

GMA Trucking will seek to procure zero emission trucking services through a book-and-claim system, enabling a wide array of shippers to fund innovative projects as a way to reduce their Scope 3 emissions from on-road logistics and catalyze decarbonization in this hard-to-abate sector. Green's customers will have access to these Scope 3 emission reductions through Green.

OFFSETTING OUR EMISSIONS

Urgent emission reductions are needed everywhere to address the climate crisis. When an organization cannot make additional emission reductions in the near term, high-quality carbon offsets allow them to support emission reduction or carbon sequestration activities undertaken by others.

Green purchases high-quality carbon offsets from ClimatePartner that are certified to the Gold Standard, or to the Voluntary Carbon Standard with additional social and/or environmental co-benefits, and registered and retired on a third-party audited registry like Verra.

This year, we again purchased carbon offsets to match our Scope 1 and 2 emissions (265.05 tCO2e). We selected the emPOWERing Africa project to promote a just transition to renewable energy in Africa, where half of the population lacks access to electricity. The projects in this portfolio support wind and solar projects in Egypt, Madagascar, Namibia, and South Africa.

GREEN ACTION TEAM (GREAT)

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 organized Green's participation in the Earth Month EcoChallenge in April. For 30 days, Green employees chose and completed challenges like planting a tree, spending regular time outside, and practicing mindfulness. Participants reflected on their experiences and cheered each other on through the EcoChallenge platform. The experience helped us learn about the UN Sustainable Development Goals and create sustainable new habits.

Members of GREAT also organized Earth Day events for their branches. Miami joined Miami Turtle Fest and participated in a cleanup on Miami Beach. The Charlotte branch installed insect hotels at their homes to create habitat for pollinators and other garden-friendly bugs. Phoenix cleaned and picked up trash around Lake Pleasant, and the San Francisco branch organized a clean-up in Shark Park Beach.



Since 2019, Green Worldwide Shipping® has proudly supported Trees for the Future (TREES) in planting a tree for each of our shipments, customers, and employees. TREES is an international development non-profit organization that trains farmers in a regenerative agroforestry technique called the Forest Garden Approach to plant and manage forest gardens that sustainably feed their families, raise incomes by 400%, and help put an end to deforestation.

In 2023, we worked
with Trees to plant
95,532 trees.

From the start of our
partnership in 2019
through the end of
the reporting period,
we have planted
545,532 trees!

SERVICES

Green Worldwide Shipping's 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."

In other words, multi-faceted exceptional service is foundational to our business. We believe that every shipment, for every customer, every time should be a pleasure. In the face of a changing climate and ever-shifting international trade, we continuously improve our service offerings to buffer our clients from these uncertainties and keep freight moving.



This section covers the following material topics:

- Ethical Business Practices
- Secure Data Systems
- US Trade Regulations
- Innovative Approaches to Service Offerings

ETHICAL BUSINESS PRACTICES

Green Worldwide Shipping moves the world's global trade with integrity

Our Employee and Business Partner Codes of Conduct require high standards of business and personal ethics. The 34 Fundamentals that define our culture include Do the Right Thing, Always (Fundamental 11) and Follow the Process (Fundamental 5), and we continuously reinforce these expectations through our Fundamental of the Week emails.

Our Learning team rolled out Code of Conduct training via Greenhouse University to 100% percent of employees during the reporting period. This training includes knowledge and comprehension checks and will be repeated annually.

The risk assessment that we performed for our quality management system and ISO 9001 certification (see page 17) identified no ethics-related issues of high concern.

Our ethics grievance mechanism, ethics@greenworldwide.com, is managed confidentially by Green's People team and available to internal and external parties for questions or violation reports. During the reporting period, we received several proactive questions and no grievance reports.



ANTI-CORRUPTION

Green prohibits bribery and corruption in all forms. Our Codes of Conduct extensively detail the types of corruption that can occur, and must be avoided, in the practice of international trade and transport.

There were no reports or known incidents of corruption involving Green, its employees or business partners during the reporting period.

ANTI-COMPETITIVE BEHAVIOR

Green is committed to the principles of free and fair competition. We compete vigorously and effectively while always complying with applicable anti-trust laws.

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

SECURE DATA SYSTEMS

Our customers, and the federal government through our C-TPAT certification, expect that we will have secure data systems for accurate, secure cargo movement and customs clearance. Green Worldwide Shipping is committed to achieving and maintaining these.

We employ advanced computer applications to ensure the cybersecurity of our operations, hardware, software, and confidential electronic data. Green's IT department manages our data security through alerts from various security applications. Our Security Information and Event Management (SIEM) system aggregates alerts and events and highlights potential security threats.

We have implemented policies including an Internet Security Policy, IT and Email Policies and Procedures, and an Acceptable Use Policy that governs the use of Green's IT systems and the security of data and devices.

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

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

CYBERSECURITY
ASSESSMENT & TRAINING

We conduct cybersecurity assessments annually and take corrective actions based on the findings.

We perform regular cybersecurity training consisting of phishing campaigns, targeted training, and awareness training. Starting in May 2023, all Green employees were required to complete a monthly course on cybersecurity awareness topics including social engineering, social media, and phishing attacks.

Our Security Awareness Proficiency Assessment (SAPA) score increased since the previous reporting period. This score measures employee knowledge in seven areas of data security: Incident Reporting, Passwords and Authentication, Mobile Devices, Internet Use, Social Media, Email Security, and Human Firewall.

SAPA SCORE

	Green	Industry Standard
2022	56.4%	63.6%
2023	58.6%	63.4%

U.S. TRADE REGULATIONS

Regulations and legislation around U.S. trade evolve constantly, and we must closely monitor and quickly react to these changes to provide compliant, timely services.

Green Worldwide Shipping's corporate Compliance team, led by Vice President Rex Sherman, oversees our compliance with U.S. trade regulations. The Compliance team follows trade reform at the source with direct relationships with local and national government agencies including Customs and Border Protection (CBP).

The Compliance team implements internal controls, policies, training, and oversight of trade compliance. They perform regular comprehensive and targeted auditing and use the audit results for ongoing training and process improvement for all teams.

Green's Global Trade Solutions team, led by Vice President of Regulatory Services Kate Rayer, offers trade compliance services to our customers (see page 32).



C - T P A T

CBP works with the trade community to strengthen international supply chains and improve United States border security through its Customs-Trade Partnership Against Terrorism (C-TPAT) program.

Green Worldwide Shipping has proudly maintained C-TPAT certification as a Customshouse Broker since 2009.

Green partners with Centipid to provide our clients with comprehensive C-TPAT certification, maintenance, and training consultation so they can realize the program's many benefits for U.S. importers.

F O R C E D L A B O R

U.S. trade regulations prohibit goods made with forced labor from being entered into U.S. commerce. Green's internal controls and systems allow for effective management of the potential risks of forced labor. We provide education to our clients on the regulations, support with CBP requests within scope, and training to our teams to ensure due diligence.

Green's own commitments and actions regarding the prevention of forced labor in our operations and value chain are described in the Human Rights section of this report (see page 20).

M O N I T O R I N G R E G U L A T I O N S & L E G I S L A T I O N

Green monitors the trade environment through regulatory updates from government sources such as the Federal Register, White House Proclamations, AD/CVD Updates, Customs System Messaging Service (CSMS), Legal Resources, and various trade publications. We integrate and disseminate pertinent information to our teams and clients. We attend events hosted by CBP and other relevant Trade Associations, and we sit on multiple committees with Trade Associations to keep up-to-date on policy and regulatory changes.

I N N O V A T I V E A P P R O A C H E S T O S E R V I C E O F F E R I N G S

Green Worldwide Shipping
does old-fashioned freight
forwarding with a modern
twist of innovative services
and technologies to enhance
the shipping experience
and address emerging
challenges



ADVISORY CUSTOMS COMPLIANCE SERVICES

Green provides comprehensive advisory services related to Customs compliance for our clients dealing with Section 301, high duty rates, and complex regulated supply chains. These services include HTS classification, trade remedy support, country of origin analysis, import manual creation and updates, free trade agreement analysis, exclusion filings, and valuation reviews, among others.

DUTY DRAWBACK

When companies import merchandise that is subsequently re-exported or destroyed, they may be eligible to receive duty and tax refunds from CBP through the Duty Drawback program. Many companies leave money on the table by not taking advantage of this underutilized program. Green offers a duty drawback analysis and claim program that helps companies understand their eligibility and receive any qualifying refunds. In 2023, we helped customers claim hundreds of thousands of dollars in drawback.

FOREIGN TRADE ZONE

Foreign Trade Zones are designated sites at which special customs procedures allow domestic activity involving foreign items to take place prior to formal customs entry. Items that are re-exported receive duty-free treatment, and items sold in the U.S. market have deferred duty payment. This offsets customs advantages available to overseas producers that compete with domestic producers. Green's Foreign Trade Zone Managed Services

provide comprehensive, tailored solutions for companies participating in the Foreign Trade Zone program to streamline their import and export operations while reducing costs. These services include FTZ warehousing, zone implementation and project management, data and system integration, process development, activation and application, inventory control and recordkeeping systems and administration, Customs declaration filing, and compliance support.

C-TPAT CERTIFICATION, MAINTENANCE & TRAINING SERVICES

With our partner Centipid, Green provides C-TPAT services that include guidance through the C-TPAT certification process, handbooks to prepare for the certification, threat and vulnerability assessments including gap analysis, risk-based action plans, process implementation, evidence of implementation, security profiles, self-assessments, program updates, on-site or virtual audits, and required training for prospective and current C-TPAT members.

CUSTOM TRAINING

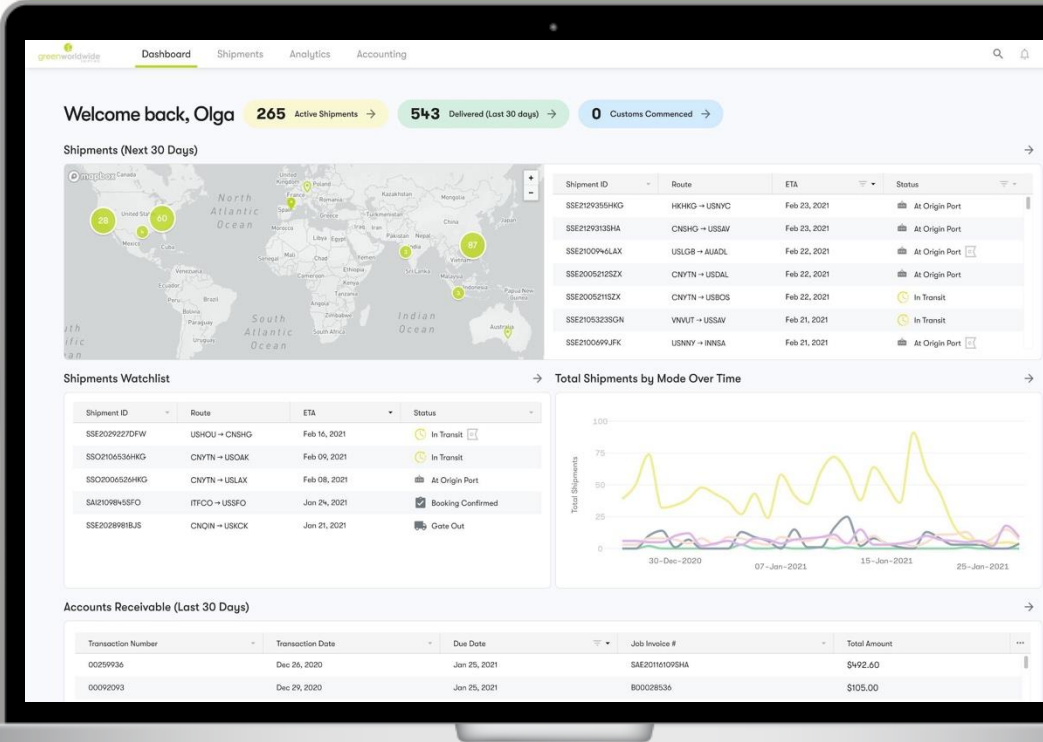
Green provides our clients with customized training on various topics related to international trade and compliance.



SMART, SUSTAINABLE LOGISTICS

GREEN X

Green's shipment visibility platform, GreenX, is a web-based service that gives our customers real-time information about their shipments, including statuses, dates, cargo details, and documentation. GreenX helps shippers avoid disruptions, develop smarter supply chains, and make sure products reach their final destination – on time, every time. The number of clients using GreenX than doubled since our last reporting period.



GREENCHECK

In 2022, we published a free calculator and online portal, Green CO2Check, that allowed shippers to measure their freight transport emissions. But we didn't stop there – in 2023, after over two years of development.

GreenCheck calculates emissions using real shipment details from our operations systems system in accordance with the ISO 14083 standard and GLEC framework

We felt it was essential to empower logistics professionals to understand the impact that everyday routing decisions have on supply chain emissions in real time, not only after-the-fact. As freight forwarders, we sit in a unique position to support U.S. businesses as they focus on reducing Scope 3 transport emissions to meet international, domestic, and socioeconomic pressures.

Over the past year, we met with executive leaders, heads of sustainability, and countless logistics and procurement teams to understand their experience of bringing sustainability to the supply chain.

We launched GreenCheck, our proprietary tool for Scope 3 transport emissions management built by real freight forwarders

HERE'S WHAT WE LEARNED:

1 Companies with *beginning* sustainability programs are interested in calculating and understanding their transport emissions.

2 Companies with *established* sustainability programs have been primarily focused on Scopes 1 and 2 GHG emissions. They are now trying to understand their Scope 3 emissions including upstream transportation, explore the solutions available, and review the investment needed to drive short- and long-term reduction.

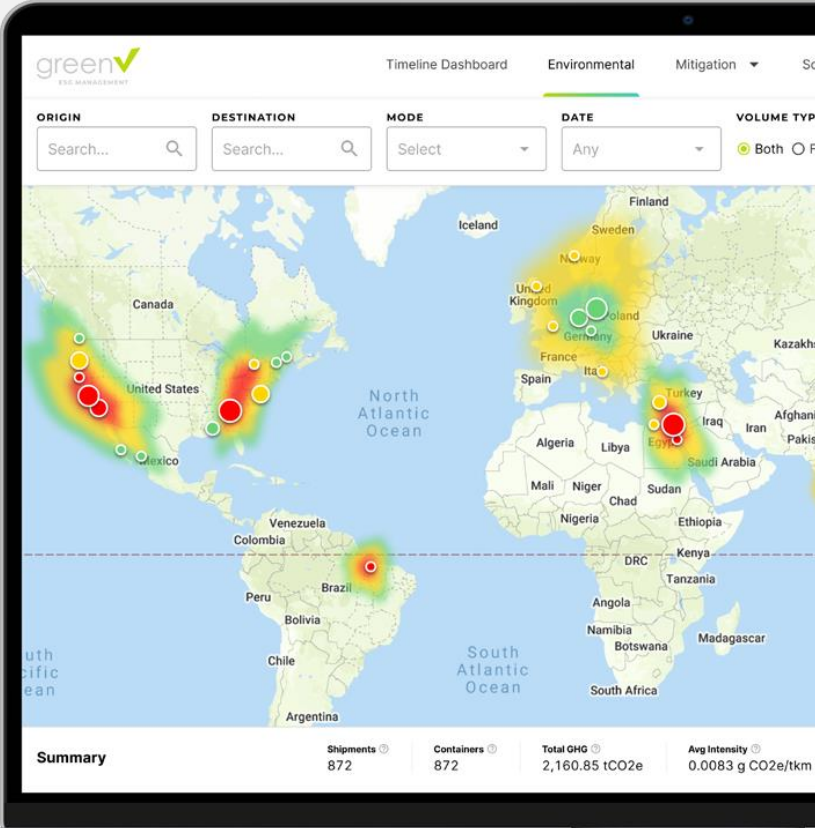
3 Companies with *mature* sustainability programs and public Scope 3 commitments that know and understand their Scope 3 data, have begun to implement reduction programs, and are looking for better ways of managing their supply chains.

During the reporting period, we provided shipment emissions to all customers on their invoices, and to eight customers as reports and dashboards.



“To all of my ESG leaders and sustainability nerds who have been on this journey with us, thank you for the guidance and collaboration that has allowed us to become a leader in our industry and a force for change in supply chain management. Now, I can finally announce, on behalf of Green Worldwide Shipping, that we have developed a system that can measure, map, and mitigate Scope 3 transport emissions with no impact to cost of freight and transit time, without additional investment in offsets, biofuels, or carbon credits.

GREG BOLLEFER
EVP COMMERCIAL & PRODUCT
DEVELOPMENT



WHAT IS DIRECTED MITIGATION?

Directed Mitigation [dih-**rek**-tid mit-i-**gey**-shuhn]

1. The act of reducing the impact or intensity of Scope 3 greenhouse gas emissions occurring from transportation and logistics activity of a business' supply chain
2. Green Worldwide Shipping uses the term to describe the diverse set of solutions to reduce supply chain carbon emissions through the use of a proprietary technology platform, GreenCheck, and a team of sustainability supply chain experts



DIRECTED MITIGATION

“While speaking to sustainability and supply chain leaders throughout this year, I couldn’t help but be inspired. Companies, both large and small, are on a serious mission to become more sustainable.”

I see it penetrating every area of business operations – and Scope 3 transport emissions are finally being discussed and prioritized for reduction. Each of the executives I spoke to expressed the desire to action change now and frustration that most transportation-focused solutions seem to be years away from being available in real-market conditions. When I told them Green was already reducing Scope 3 transport emissions for our customers today, they were shocked. The reality is a majority of shippers have no idea about some of the creative solutions that have become available over the past year when it comes to supply chain emissions. The reality is tenured relationships with slow-moving behemoths can stagnate progress when it comes to transport emission reductions. This new and evolving business segment will need customized solutions that align and solve Scope 3 commitments before standardized services are adopted by the industry.”

GREG BOLLEFER, EVP COMMERCIAL & PRODUCT DEVELOPMENT

CASE STUDY: DIRECTED MITIGATION

Green Worldwide Shipping was tasked by a clothing importer to create a directed mitigation plan demonstrating the ability to reduce Scope 3 transport emissions while maintaining other transit factors such as capacity, availability, transit time and cost.

We imported a historical dataset provided by the clothing importer for the year 2022 to calculate their baseline Scope 3 transport emissions. Shipment-level emissions were calculated and mapped for comparison against real sailing schedules and emissions. To facilitate the sample mitigation plan, Green identified a high-emitting trade lane from the 2022 data; the routing selected was Phnom Penh, Cambodia to Long Beach, USA.

We limited the analysis to shipments in the month of January 2022 to ensure an accurate 1:1 comparison with January 2024 data and the available 8-week sailing schedules at that time.

The volume below reflects the historical shipment data selected for this lane and time period:

Baseline Dates: 1/1/2022 - 1/31/2022
Commodity: CLOTHING
Hazardous: NO
Equipment Type: 40'HC DRY CONTAINER
Scope Volume: 151 containers
Shipper Name: [withheld]
Incoterms: FCA PORT
Origin City: Phnom Penh, Cambodia
Origin Region: PHNOM PENH
Origin Service: PORT (KHPNH)
Destination City: LONG BEACH
Destination Country: US
Destination Region: WEST COAST USA
Destination Service: PORT (USLGB)

The baseline Scope 3 transport emissions for these shipments are 387.52 tCO2e.

Next, Green used our proprietary GreenCheck software to pull schedules and routings for January 2024 to compare to the baseline. We used the schedules for Week 04, specifically 1/22/2024 - 1/26/2024, and calculated emissions for the scope volumes (151 40'HC dry containers).

Based on the information provided by the clothing importer, Green identified four unique routings and carriers selected for this directed mitigation example to represent different routes, each with varied capacity, vessel type, fuel type, and GHG emissions. Each of these routings had available capacity for the 151 containers in the analyzed time period; routings without the necessary capacity were excluded.

ROUTING 1: Lowest port-port emissions per TEU, moderate transit times.

ROUTING 2: Low port-port emissions per TEU, moderate transit times.

ROUTING 3: Moderate port-port emissions per TEU, short transit times.

ROUTING 4: Higher port-port emissions per TEU, long transit times.

Route ID	Carrier	Route ETD	Route ETA	Transit (days)	Legs	Total tCO2e	CO2e, % change from baseline
5970823196	1	25-Jan-24	20-Feb-24	26	3	193.01	-50.19%
6037413640	2	23-Jan-24	16-Feb-24	24	4	261.98	-32.40%
6036066385	3	22-Jan-24	13-Feb-24	22	3	337.92	-12.80%
6018237051	4	26-Jan-24	20-Mar-24	54	4	548.95	+41.66%

Green recommended that the customer book all containers on route 5970823196, which will achieve approximately 50% reduction in GHG compared to the baseline while arriving to the final port within a competitive time compared to the current alternatives.

For increased flexibility, a strategic mix of ocean carriers and routes could be used to efficiently move the given volume at the same level of GHG reduction. Green's close relationships with all the major ocean carriers offer many options that allow the customer to achieve emission reduction goals while ensuring freight is delivered within their timelines.



UPLIFT PARTNERSHIP

We established our partnership with The Uplift Agency in 2022 to help U.S. companies improve the sustainability of their operations and global supply chains

When our shippers need support taking their sustainability and social impact initiatives to the next level, Green's partnership with Uplift offers a natural next step.

And when Uplift's ESG-focused customers are ready for a logistics partner with expertise in more sustainable and responsible global transportation and technology solutions, Green is ready to move their freight forward.

TO CONTACT
THE UPLIFT AGENCY, VISIT
[HTTPS://WWW.THEUPLIFTAGENCY.COM](https://www.theupliftagency.com)



Green Worldwide has first-hand experience of the depth, breadth, and quality of Uplift's services. Uplift provided a range of services to Green in 2023 including:

- GHG Emissions Inventory and Planning
 - Systems setup, support and integration
 - GHG inventory
 - Emissions report
 - Reduction goals and plan
 - Review and rank offset partners
- Greener facilities: lease checklist, policies and guidelines
- Human Rights Due Diligence
 - Human Rights Due Diligence (HRDD) plan
 - HRDD data solicitation
 - HRDD analysis and report
- ESG Reporting and Strategy
 - Double materiality assessment
 - ESG strategy map
 - Sustainability report project plan and outline
 - Report data collection and infrastructure
 - ESG regulations and disclosure requirements
- Internal ESG education and workshops

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

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For more
information
about our
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program

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BOTTOM LINE,

we speak freight

IT'S TIME TO MOVE FREIGHT

FORWARD