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ABOUT THE REPORT

The Green Worldwide Shipping 2024 Sustainability Report covers data from calendar year 2024.

The most recent previous report was published in August 2024, reporting on 2023 data. The next report will be published between March and June 2026, reporting on data for calendar year 2025. There are no 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.





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

Looking back on 2024, I see a company that no longer treats sustainability as an initiative—it is the operating system that powers every shipment we manage. One year ago, I wrote that our mission is "to move the world's global trade with integrity, efficiency, and sustainability - for every customer, every shipment, every time." That pledge has matured into day-to-day practice, visible in every corner of our network.

In January we transformed GreenCheck from an idea into a platform. Directed Mitigation plans, explanatory Green Papers, and quarterly reporting now help shippers model lane-by-lane emission reductions in real time. By combining schedule data with intensity carbon GreenCheck shows, for example, how choosing an itinerary on an ultra-efficient vessel over a comparable itinerary on another vessel on a Los Angeles–Santiago lane can cut transport emissions by more than 20 percent while safeguarding transit That sort of commitments granular, actionable intelligence is exactly what our customers told us they needed-and it is now available to our customers in every branch office.

Partnership has amplified our impact. In March, the Zero Buyers Fmission Maritime Alliance (ZEMBA) awarded its first tender to Hapag-Lloyd, milestone our membership helped bring to life; the tender will decarbonize more than one billion TEU-nautical miles of ocean freight by 2026. Just four weeks later we joined the U.S. EPA Smartway® program, and by August had increased our use of Smartway® carriers by 41 percent on a ton-mile basis, sending a clear demand signal for cleaner trucks and optimized routing. Our commitment to first-mover coalitions continued through year-end hosting an informational webinar with ZEMBA leaders to explain how cargo owners can convert climate ambition into procurement leverage and joining the Center for Green Market Activation Heavy-Duty Trucking Alliance.

Meanwhile, our people continued to set the bar. Green earned Great Dlace Work® tο certification for the second consecutive vear. reflectina survey results that place us well above U.S. benchmarks on trust, camaraderie, and fairness. The inaugural cohort of our Green Organizational Leadership (GOLD) program undertook an eiaht-month curriculum adaptive leadership. management, and sustainablelogistics strategy-building the next generation of climate-savvy freight experts.

grew strategically, but responsibly. A new branch in Texas now Laredo. bilingual, cross-border expertise at the country's busiest land port, while our relocated New Jersey office brings us closer to Atlantic Gateway cargo flows. In August we launched an Enterprise Customs Brokerage service that leverages our in-house dutydrawback and FTZ specialists, and October we welcomed partners from five continents to Atlanta to host the Aviation Logistics Network (ALN) Annual Meeting, bringing together leaders from all segments the aviation and aerospace industries.

Responsible growth also means ethical growth. In January we the Transportation sianed Leaders Against Human Trafficking and in pledge, November we reviewed and comprehensive updated our Employee and Business Partner Codes of Conduct that outline our zero-tolerance stance on bribery, fraud, and corruption. These commitments are reinforced through mandatory training and grievance mechanisms protect every voice in our value

Community action anchored the vear. During Earth Month we pledged to plant a tree for every new LinkedIn follower and kicked off local clean-ups that removed 1,200 pounds of litter from Denver waterways. December In emplovee-led fundraising delivered \$25,000 to St. Jude Children's Research Hospitalproof that logistics professionals have big hearts as well as big ambitions.

Throughout 2024 we have remained grounded in the Ten Principles of the UN Global Compact. We respect human rights, empower labor, protect the environment, and work against corruption in all its forms. The progress summarized here strengthens our resolve to drive down supply chain emissions and to select carriers that enact our environmental and human rights values in the year ahead.

None of this would be possible without the ingenuity of the Green team and the trust of our and customers Together, we are proving that resilient logistics and responsible business go hand in hand. Thank you for joining us on the journey.

> THOMAS JORGENSEN PRESIDENT & CEO



MISSION

Our mission is to move the world's global trade with integrity, efficiency, and sustainability as a humancentric 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 everevolving, 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.

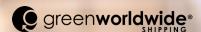
ABOUT US

Founded in 2008 by four friends to provide good old-fashioned freight forwarding with a modern twist, Green Worldwide Shipping is a forward-thinking provider of international logistics, freight transportation, warehousing, and technology and sustainability solutions for supply chains.

At Green, we operate our shipments from A to Z, and we empower our freight experts with trust and respect to create powerful shipping experiences for

EVERY CUSTOMER, EVERY SHIPMENT, EVERY TIME.

Our company culture is called The Green Way, defined by the 34 Fundamentals. We teach and embody the Fundamentals continuously to create best-in-class freight management experiences for our customers, and a great place to work for our people.





We serve clients in all industries with our best-in-class freight management.

Additionally, our Global Trade Solutions department provides regulatory compliance and tariff management solutions, and our Sustainability team supports customers with transport emissions reporting and reduction.

Our value chain and its ESG impacts are described in our 2023 sustainability report.

34 FUNDAMENTALS OF SERVICE

- 1 | Deliver Exceptional Service
- 2 | Be Passionate About Quality
 - 3 | When In Doubt, Communicate Personally
 - 4 | Invest In Relationships
 - 5 | Follow The Process
 - 6 | Make A Difference
- 7 | Create A Great Impression
 - 8 | Be A Fanatic About Response Time
- 9 | Pay Attention To The Details
- 10 | Fix The Problem. Not The Blame
 - 11 | Do The Right Thing, Always
 - 12 | Honor Commitments
 - 13 | Listen Generously
 - 14 | Speak Straight
 - 15 | Embrace Change & Growth
 - 16 | Find A Way
 - 17 | Go The Extra Mile
 - 18 | Make Healthy Choices
 - 19 | Work On Yourself
 - 20 | Find A Better Way
 - 21 | Think Team First
 - 22 | Communicate To Be Understood
 - 23 | Be Curious
 - 24 | Treasure, Protect, and Promote Our Brand
 - 25 | "Bring It" Everyday
 - 26 | Walk In Your Clients Shoes
 - 27 | Finish Strong
- 28 | Take Pride In Our Appearance
 - 29 | Add Value
 - 30 | Collaborate
- 31 | Show Meaningful Appreciation
 - 32 | Keep Things Fun
- 33 | Act With A Sense Of Urgency
 - 34 | Find That \$50



Green's corporate strategy is established by the Executive Team, our highest-level governance body. Our freight forwarding experts in our local branches are led by branch managers, who report to the EVP Operations. The EVP Commercial leads our commercial teams, including sales, marketing, technology, and trade solutions. Corporate functions include accounting, human resources, information technology, and compliance.

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





Green Worldwide Shipping has sixteen branches and eight warehouses across the United States. This North American focus is intentional: We want to live in the communities we serve, develop local expertise, and build real and enduring relationships with our customers.

To provide the most knowledgeable freight forwarding and keep local money in local economies, our local supply chain and transportation experts partner with local transportation experts all over the world to operate international shipments.



| 2008 | July | DECATUR (HQ) | | |
|------|-----------|-------------------|---------------|----------|
| | September | LOS ANGELES | | |
| 2010 | January | CHICAGO | | |
| 2011 | November | NEW YORK | | |
| 2012 | June | HOUSTON | | |
| 2013 | May | SEATTLE & MIAMI | | |
| 2016 | July | DENVER | | |
| 2017 | November | DALLAS | | |
| 2019 | September | CHARLOTTE | | |
| 2020 | April | BIRMINGHAM | | |
| | December | PHOENIX | | |
| 2021 | May | ATLANTA | | |
| | June | SAN FRANCISCO | | |
| 2023 | March | MILWAUKEE | | |
| | September | SAVANNAH | | |
| | November | FORT WORTH | | |
| 2024 | December | LAREDO 8 2024 S | SUSTAINABILIT | Y REPORT |

Mexico surpassed China as the US' largest trading partner for the first time in 2023. Green opened our office in Laredo, Texas in June 2024 to support growing cross-border trade and successful customs clearance along this major U.S.-Mexico crossing.

As U.S.-Mexico trade continues to grow, it's clear that maintaining the efficiency of cross-border logistics requires more than just expanded infrastructure. The focus must be on creating flexible, interconnected systems that can handle increasing volumes without compromising speed. In my experience, the key to success is not only having the right facilities in place, but also ensuring that the teams on both sides of the border are well-coordinated and ready to adapt as the landscape evolves.

ANDY BOLLEFER

BRANCH MANAGER, LAREDO & DALLAS

NY/NJ OFFICE RELOCATION

In November, our New York/New Jersey branch moved from South Plainfield, NJ to Woodbridge, NJ. The new, larger space supports employee health and thriving with increased natural light, adjustable-height desks, and a collaboration-supporting open layout. Our old office furniture didn't make the move with us, but it didn't go to the landfill, either: We partnered with The Furniture Trust, a nonprofit that connects donated office furnishings with local schools and nonprofits, to support a school in Clinton, MA.



LICENSES, ASSOCIATIONS & PARTNERSHIPS

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

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

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

Customs-Trade Partnership Against Terrorism (C-TPAT)

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

Indirect Air Carrier by the Transportation Security Administration (TSA)

ASA-100 Accredited by Aviation Suppliers Association (ASA)

Ocean Transportation Intermediary by the Federal Maritime Commission (FMC)

FIATA International Federation of Freight Forwarders Associations (FIATA)

Transportation Intermediaries Association (TIA)

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

ExportGA | University of Georgia Small Business Development Center (UGA SBDC)

National Association of Foreign-Trade Zones (NAFTZ)

International Warehouse Logistics Association (IWLA)

Aviation Logistics Network (ALN)

Global Project Logistics Network (GPLN)

WCAworld

SUSTAINABILITY

UN Global Compact (UNGC)

Trees for the Future | Trees.org

TAT (previously Truckers Against Trafficking)

Transportation Leaders Against Human Trafficking

Smart Freight Centre (GLEC, Clean Cargo, Clean Air Transport)

Zero Emission Maritime Buyers Alliance (ZEMBA)

Center for Green Market Activation Trucking Initiative (GMA Trucking)

Smartway® Transport Partner

Great Place To Work ®



OUR SUSTAINABILITY

Green Worldwide Shipping's sustainability planning, action, strategy, and reporting are guided by the material topics we determined through a comprehensive double materiality assessment in 2022. There have been no changes to our material topics since the previous reporting period.

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



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.





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.

People

At Green Worldwide Shipping, it is our people who make the difference.

Our corporate values are people-centered: We respect people and the planet, value personal and professional growth, and maintain a high standard of ethics and integrity.

We enact these values daily by supporting employee expertise and excellence, building a workplace that enables employee thriving and inclusion, and prioritizing human rights in our value chain.

This section covers the following material topics:

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

Green's Fundamental 19 is Work on Yourself, and Fundamental 2, Be Passionate About Quality, states our expectation for highest-quality work.

These Fundamentals are both worded to the individual to highlight that each one of us at Green does these things.

Our Learning & People team builds the foundations that make it possible for each of us to succeed at them.

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.

BE PASSIONATE ABOUT QUALITY

Demonstrate a passion for excellence and take pride in the quality of everything you touch and everything you do. Have a healthy disdain for mediocrity. Good is not good enough. Always ask yourself, "Is this my best work?"



EMPLOYEE TRAINING

Green's Learning team directs our individually tailored approach to training, meeting team members where they are in their career journey. Whether someone is new to international freight forwarding, advancing as a logistics expert, or stepping into leadership, we provide the tools and support to help them thrive.

In our learning management platform, Greenhouse University, training is delivered in a variety of formats, including live instruction, recorded sessions, curricula, and assessments, to ensure accessibility. impact. and reportability. Training topics range from forwarding functions like Air Import to tech tools like our GreenX shipment visibility platform, and from sustainability topics like EPA Smartway® to wellness topics like desk yoga. Certain trainings, like those related to our Code of Conduct. shipping hazardous goods, and CTPAT maintaining our partnership, are mandatory and completed by all employees annually. During the reporting

period, 41 employees held 67 DG (Dangerous Goods) certificates. Two more employees earned their Workplace Mental Health Ally certificates, bringing this important skill to two more of our branches.

Through Green's tuition reimbursement program, employees can advance their formal education with partial or full coverage of the cost of jobrelated further education.

2024, two graduates completed the Green Academy, a two-year apprenticeship program designed to train the next of generation logistics professionals. Participants rotated through our Imports, Exports, Accounting, and Commercial teams to become well-rounded freight forwarders before selecting their post-Academy work areas.

Employee training at Green isn't limited to technical topics; we continuously teach our culture, The Green Way, through a

Fundamental of the Week blog post. Employees at all levels of the company, from import/export specialists to members of the executive team, sign up to discuss a Fundamental that's meaningful to them, and on the appointed Monday morning they share a short reflection on their Fundamental on our internal blog. Team meetings during the week include discussion of this Fundamental and blog post. When we reach Fundamental 34, the cycle starts over the following week with Fundamental 1, for a total of 52 reflections during the reporting period and every year.

D E L I V E R E X C E P T I O N A L S E R V I C E

It's all about the experience – for every customer, every shipment, every time.

Make every interaction stand out for its helpfulness. Create the "WOW" factor that turns clients into raving fans. This includes both internal and external customers

EMPLOYEE PERFORMANCE

The Green Way is to encourage, expect, and celebrate high performance at all levels of our organization.

In 2024, we transitioned our employee recognition program to a new platform called Nectar that enables more visibility and culture-aligned recognition. Each month employees receive points they can use to recognize their coworkers, and Nectar prompts users to send meaningful recognition messages that relate to Green's Fundamentals. Earned points can be redeemed for products and gift cards.

On our internal blog, employees recognize each other for great work supporting each other and our customers. Stories about Green folks who Deliver Exceptional Service (Fundamental 1) also serve as submissions to the "Fundamental 1 Rockstars" competition. Those instances of exceptional customer service are compiled and voted on quarterly, and the highest vote-getter is awarded \$300 of Nectar points to celebrate their mission-aligned efforts.

Green's Growth Opportunities, our formal goal-setting and performance management program, was launched during the previous reporting period. We listened closely to employee feedback that indicated the written component of the program was too long, and streamlined it during the reporting period for its relaunch in January 2025.

Select managers and executive team members joined the first cohort of our Green Organizational Leadership (GOLD) program in November 2024. This eight-month curriculum covers topics like adaptive leadership, change management, and sustainable logistics strategy. The program uses directive and supportive behaviors to guide employees from enthusiastic beginners to self-reliant achievers.





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.

In 2024, Green earned Great Place To Work® certification for the second consecutive year, reflecting employee survey results that place us well above U.S. benchmarks on trust, camaraderie, and fairness. We were proud if unsurprised to have our ongoing efforts toward a people-centered company recognized in this way.

Green prioritizes employee thriving through fair compensation and benefits packages that promote physical and mental well-being. Our Employee Code of Conduct requires commitment to diversity, equity, and inclusion. During the reporting period, all employees completed Code of Conduct training.



OUR EMPLOYEES

At each branch, our freight experts are representative of the communities around them.

Since the last reporting period, we moved closer to gender parity company-wide (previously 46% male, 54% female) and at the manager lever (previously 55% male, 45% female). At the senior manager level, several staff changes increased the gender gap somewhat (previously 59% male. 41% female).

Our race demographics held steady on a total employee basis, while our racial diversity in leadership increased. In the biggest shift, Hispanic or Latino representation increased from 16% to 32% at the manager level and, and from 0% to 8% at the senior level.

The composition of the Executive Team is unchanged since the last reporting period. There were no significant changes to Green's age demographics.

We are committed to equal pay for equal work. To overcome pay inequalities established before new hires join Green, we prohibit the use of salary history in compensation decisions and instead benchmark competitive pay for each position.

| Gender Demo- graphics | All | Managers | Senior Managers Branch Managers, Directors, VPs | Executive Team |
|-----------------------------|-----|----------|---|-------------------|
| Male | 48% | 52% | 68% | 83% |
| Female | 52% | 48% | 32% | 17% |

| Race Demo- graphics | All | Managers | Senior Managers Branch Managers, Directors, VPs | Executive Team |
|---------------------------------|-----|----------|---|-------------------|
| White | 58% | 58% | 88% | 100% |
| Asian | 8% | 0% | 0% | 0% |
| Black or African American | 6% | 10% | 0% | 0% |
| Hispanic or Latino | 23% | 32% | 8% | 0% |
| Two or More Races | 5% | 0% | 4% | 0% |

| Age Demographics | All |
|------------------|-----|
| 18-24 | 3% |
| 25-34 | 21% |
| 35-44 | 32% |
| 45-54 | 23% |
| 55-64 | 16% |
| 65+ | 5% |





EMPLOYEE HEALTH, SAFETY, AND THRIVING

Green complies with all applicable safety, health and workplace laws and regulations. Going well beyond that regulatory floor, we conduct our business with the highest regard for employee safety and health. This includes mental health and the freedom from discrimination, harassment, intimidation, and any other form of abusive conduct.

Our employee benefits support employees' thriving; they are available to full-time employees working 30 or more hours per week. These benefits include 100% employer-paid health insurance for the employee, with additional family coverage offered; dental and vision plans; an employee assistance program; paid vacation and sick leave; a 401(k) retirement fund with company match; and paid parental leave.

We also offer health and wellness discounts, weight management programs, smoking cessation support, and corporate wellness activities during the workday. As the 2024 holiday season approached, Green offered an end-of-year wellness series that covered managing holiday stressors, mindfulness for winter mental health, chair yoga, and mindful eating and nutrition.

Two more employees earned their Workplace Mental Health Ally certificates this year, increasing the geographic and departmental distribution of this important skillset.

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

A GREAT PLACE TO WORK®

Twice a year, Green uses the Great Place To Work® platform to conduct employee surveys to understand how employees view their workplace experience, particularly how often they experience a high-trust workplace.

Great Place To Work is the only recognition based entirely on employee perception, and measures how well we maintain a vital workplace culture, positive employee experience, and the leadership behaviors that deliver innovation, employee retention, and market-leading revenue.

During the spring survey, which earned our second annual Great Place To Work® certification, 78% of employees rated Green Worldwide Shipping® as a great place to work, 21% higher than the average U.S. company. Our People team conducted focus groups in summer 2024 to collect feedback and suggestions on our lower-scoring areas, which had a common theme of internal communication and recognition. By our fall survey, our overall employee rating had increased to 86%.

ACTIVE IN OUR COMMUNITIES

Fundamental 6, Make A Difference, reminds us that each of us can and do make a difference in our local communities. In 2024, Green's benefit of 8 paid volunteer hours per employee per year continued to support our teams in supporting their communities.

We spent hundreds of hours sorting and organizing thousands of pounds of food at local food banks, chaperoning school field trips, donating blood, picking up trash in parks and on beaches, and organizing holiday celebrations for kids experiencing homelessness. Our headquarters in Decatur even brought the community connections in-house by hosting two Red Cross blood drives.

All 16 of our branches raised funds for the Walk/Run for St. Jude Children's Research Hospital, continuing the tradition of support that we began in 2016. More than half our employees participated in a walk, and together we raised a \$25,000 donation for St. Jude.



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.

Year after year our teams show dedication and commitment to fund raising for the children of St. Jude's Research Hospital, whose unwavering commitment to no child dying in the dawn of life is an inspiration. This year was no exception, where our employees from our offices across the country showed up with vendors, customers, and their families to run/walk. Over the past 3 years, we have been able to raise a staggering \$90,000, which is an incredible feat! I am proud every day that our teams really commit to our fundamental # 6 Make a Difference and to see us come together as a team to do it, makes it even more rewarding.

FAYE HUGHES | HEAD OF PEOPLE & CULTURE















PEOPLE | Human Rights

Green Worldwide Shipping has been a "people company" since our founding; safeguarding human rights within our global network is fundamental to our mission. We are committed to avoid causing or contributing to adverse human rights impacts through our own activities and our business relationships, and to address any such impacts that occur.



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

HUMAN RIGHTS DUE DILIGENCE PROGRAM

Through Green Worldwide Shipping's human rights due diligence (HRDD) program, we enact our commitment to eradicating forced labor, human trafficking, modern slavery, and/or any other type of forced or compulsory labor in our global value chain. Green prohibits the use of the same and requires that our suppliers and business partners have the same or similar commitment.

In the previous reporting year, our HRDD data solicitation response rate varied across business partner types (truckers 46%, international agents 27%, ocean carriers 13%, air carriers 6%). Air carriers had the lowest response rate and therefore represented significant uncertainty and opportunity for implementing our risk-based HRDD program.

During this reporting period, we leveraged our membership in the Smart Freight Centre (SFC) to access a new data source, the 2024 SFC Airline ESG Survey Benchmarking Report. Sixteen international, globally active airlines and airline groups participated in the survey, and fourteen of these are air carriers that we used in the reporting period, representing about 22% of our air shipment volumes. An additional carrier that did not respond to the SFC survey, but did respond to our 2023 HRDD solicitation, represents an additional 10% of our air volumes, for a combined response rate of 32% by volume. This gives us visibility into air carrier practices at a level comparable to our international agent partners.

During this second iteration of our HRDD Program, we analyzed the data provided by our business partners to the SFC Survey, expanded our baseline of data for the air carriers we use, and updated our risk review. All but three of the respondent air carriers have a published human rights strategy; of the three that do not, two have an EcoVadis score for the area. One respondent carrier reports no published human rights strategy and no HRDD policy or management system in place, and we have flagged this carrier for further outreach.

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.



TRANSPORTATION LEADERS AGAINST HUMAN TRAFFICKING

In January 2024, Green signed the Transportation Leaders Against Human Trafficking (TLAHT) pledge. A collaboration between the U.S. Department of Transportation (USDoT), logistics sector, and travel industries, the voluntary TLAHT program works collaboratively to combat human trafficking.

The TLAHT pledge addresses four critical areas to combat human trafficking. These include educating our employees on recognizing and reporting signs of human trafficking, raising public awareness through consistent messaging in targeted outreach campaigns, and measuring Green's collective impact by tracking and sharing key data points.



At Green Worldwide Shipping, our commitment to sustainable, responsible logistics guides our strategy and actions. Signing the Transportation Leaders Against Human Trafficking pledge reflects this commitment and will let us drive positive change in the logistics industry.

ANNE SHUDY PALMER

DIRECTOR OF SUSTAINABILITY



TAI

Green continued our Bronze-level sponsorship of TAT (formerly Truckers Against Trafficking) in 2024. TAT knows that the transportation industry can be a crucial ally in the fight against human trafficking, and their programs include innovative training, partnerships with law enforcement and advocacy efforts.

Green offered TAT's human trafficking awareness training to all our employees through Greenhouse University, accompanied by discussion of how the fight against human trafficking aligns with The Green Way and Green's Fundamentals. About 15% of our employees completed the training to earn the TAT Trained Professional designation.

We also adapted TAT's educational materials to develop a Human Trafficking Awareness poster that went up in all branches, warehouses near where truck drivers access the facilities, and on our internal GreenTV network. We also provided human trafficking awareness wallet cards to all our warehouses for distribution to truck drivers.

Planet

At Green Worldwide Shipping, we are committed to integrating environmental sustainability into all facets of our logistics operations.

We promote sustainable supply chains by collaborating with our customers, suppliers, and partners to implement environmentally responsible practices, with a primary focus on supporting sustainable transportation options and advocating for the reduction of greenhouse gas emissions throughout the supply chain.

This section covers material topic Climate Actions and Commitments.



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.

Green's Fundamental 30 is "Collaborate." Collaboration helps us find better solutions than working alone, and collaboration is as critical to successful climate action as it is to successful freight forwarding. We partner with our customers to help them understand and reduce the emissions from their shipments, and we partner with programs and buyers' alliance participants across the sector to move the transport industry toward decarbonization.

GHG EMISSIONS INVENTORY

Green Worldwide Shipping reports our greenhouse gas emissions in accordance with the World Resources Institute's Greenhouse Gas (GHG) Protocol. These emissions occur due to heating, electricity use, equipment use, freight transportation, and passenger transportation. We account for and report 100 percent of GHG emissions from all ventures under our operational control. As of December 2024, Green Worldwide is a wholly owned company and does not 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), remote offices (Category 7), business travel (Category 6), and upstream leased assets (Category 8).

| Inventory Year | 2024 | 2023 | 2022 (base year) | | |
|-------------------|-----------------------|---------------|---------------------|--|--|
| real | All figures are tCO2e | | | | |
| SCOPE 1 | 56.71 | 46.08 | 43.80 | | |
| SCOPE 2 | 210.69 | 210.69 216.49 | | | |
| SCOPE 3 | 167,932.29 | 149,226.33* | _** | | |

^{*}Revised. The previously reported figure included some out-of-scope transport emissions, such brokerage-only files with no associated freight payment.

Upstream transport emissions are by far the largest source of our emissions, and we calculate these emissions following the sector-specific ISO 14083:2023 standard and Global Logistics Emissions Council (GLEC) framework. During this reporting period we have also further aligned our reporting of the calculated emissions with their requirements. In next year's report, we will add hub operations data to finalize this reporting alignment.

2024 TRANSPORT EMISSIONS (Scope 3 Category 4, Upstream transportation & distribution)

| Transport Mode | Total distance, km | Total activity, tonne-km | Operational (tank to wheel/wake) emissions, tCO2e | Total GHG emissions, tCO2e | Operational (TTW) emission intensity, gCO2e/tkm | Total GHG emission intensity, gCO2e/tkm |
|-------------------|-----------------------|-----------------------------|---|----------------------------------|--|--|
| AIR | 199,535,811.32 | 101,387,309.06 | 69,452.26 | 86,622.12 | 685.02 | 854.37 |
| RAIL | 9,679,608.14 | 158,415,823.51 | 2,262.02 | 2,736.86 | 14.28 | 17.28 |
| ROAD | 36,621,322.60 | 358,739,258.81 | 31,170.03 | 39,143.52 | 86.89 | 109.11 |
| SEA | 200,977,263.17 | 3,822,843,795.93 | 33,120.88 | 38,350.83 | 8.66 | 10.03 |
| ALL | 446,814,005.22 | 4,441,386,187.31 | 136,005.19 | 166,853.33 | 30.62 | 37.57 |

^{**}Comparable 2022 Scope 3 data is not available; see discussion in 2023 report

(Scope 3 Category 4, Upstream transportation and distribution)



AIR

tCO2e

86,622.12



RAIL

2,736.86

tCO2e



39,143.52



tCO2e tCO2e

Our transport emissions increased by 13% compared to the previous reporting period, driven by significant growth in our time critical air shipments business. Across non-air modes, our transport emissions decreased 6.5%, and emission intensity decreased 9.5%.

CUSTOMER TRANSPORT EMISSIONS

Freight forwarders and cargo owners share responsibility for Scope 3 Category 4 (Upstream Transportation and Distribution) shipment emissions. We therefore work to educate and engage our cargo owner customers about emissions from their shipments.

The free public shipment emissions calculator on our website lets anyone calculate and learn about shipment emissions.

In 2024 we produced emissions reports for six customers, across sectors including textiles, information technology, marine technology, outdoor recreation, and furniture.

We offer cutting-edge transport emissions visualization and reduction planning through our GreenCheck platform, and we onboarded our first GreenCheck customer during the reporting period.

transport emissions increased

non-air mode 6.5% transport emissions decreased

9.5% non-air emission intensity decreased

SMARTWAY®

The EPA Smartway® program helps companies measure, benchmark, and improve supply chain transportation operations to reduce their environmental impacts. Freight shippers, carriers, logistics companies and other stakeholders join the program by reporting activity data including freight volumes and shipping distances, and fuel and fleet information (for carriers) or carrier usage information (for shippers and logistics companies).

Green earned our Smartway® Partnership in April 2024 by reporting on 2022 data, the program's reporting period at the time. Later that year we renewed our partnership by reporting on 2023 data. Green's renewal showed more than a 41% increase in Smartway® Partner carriers on a ton-mile basis during this second reporting period, reflecting our efforts to improve freight efficiency even before we became Smartway® partners.





BUYERS ALLIANCES FOR ZERO-EMISSION TRANSPORT

To send strong market signals about the demand for zero-emission transport and make those services available to our customers, Green participates in two innovative buyers' groups, the Zero Emission Maritime Buyers Alliance (ZEMBA) and the Center for Green Market Activation Heavy-Duty Trucking buyers' alliance (GMA Trucking). These groups enable freight buyers to invest in in-sector solutions to address their Scope 3 emissions from ocean and road freight and leverage economies of scale, all while maintaining logistical and operational flexibility.

In March 2024, ZEMBA awarded its first tender for zero-emission ocean shipping services to Hapag-Lloyd for their deployment of a vessel powered by waste-based biomethane meeting ZEMBA's sustainability requirements. Together with Hapag-Lloyd and our fellow ZEMBA members, we will decarbonize more than one billion TEU-nautical miles of ocean freight by 2026. The Sustainable Maritime Fuel certificates that Green receives from Hapag-Lloyd will be available to our shipper customers in 2025, at cost, to decarbonize their ocean shipments.

Climate-leading customers of the maritime shipping sector are stepping up in support of zero-emission shipping and the supply chain is responding. Through this first set of deals, ZEMBA members are reducing emissions in the near term, which is critical. We are also strongly urging suppliers of maritime e-fuels and other zero and near-zero emission propulsion alternatives to accelerate their market readiness in preparation for our next tender.

INGRID IRIGOYEN, PRESIDENT AND CEO OF ZEMBA

In July 2024, we hosted an informational webinar with ZEMBA leaders to explain how cargo owners can convert climate ambition into procurement leverage. Dozens of companies learned about the power of book and claim programs for Scope 3 decarbonization and how they can participate in bringing zero-emission ocean shipping to scale.

In November 2024, ZEMBA announced its second tender, which will focus exclusively on catalyzing the first commercial deployment of e-fuels in the maritime sector. E-fuels address scalability concerns with biofuels and will allow the maritime sector to meet its 2050 decarbonization targets. This tender will occur during the next reporting period.

Our road freight buyers' alliance, GMA Trucking, supports 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. GMA Trucking in partnership with Smart Freight Centre launched their inaugural request for proposal for zero-emission trucking service attributes in December 2024, with a winner to be named in 2025. This first-ever joint procurement targeted the

deployment of approximately 250 Class 8 battery electric or hydrogen fuel cell trucks representing up to 14 million miles traveled per year. Green will contract for zero-emission trucking certificates with the tender winner and make those certificates available to our customers to apply to their road freight, including pickups and deliveries of exports and imports that arrive in the US via other transport modes.

SHIFTING FROM OFFSETS TO INSETS

In previous years, Green has purchased certified carbon offsets in the amount of our Scope 1 and 2 emissions. Going forward, we are phasing out the purchase of out-of-sector offsets for these emissions while we sharpen our focus on, and investments in, emission reductions in the transport sector. Our Scope 3 Category 4 emissions dwarf every other emission source in our inventory, and we are directing our spending toward in-sector emissions reductions ("insets") accordingly, specifically those purchased through ZEMBA and GMA Trucking.



GREEN ACTION TEAM (GREAT)

Green's Green Action Team (GREAT) is our branch-level sustainability workgroup, with participants from all branches and many departments. During the reporting period, GREAT facilitated knowledge sharing around environmental and social sustainability practices with their local colleagues on topics like material recyclability, composting, and human trafficking. GREAT implemented composting at four of our branches, diverting 907 pounds of food and organic waste from landfills.

Continuing an annual tradition, GREAT organized Green's participation in the online Earth Month EcoChallenge in April. Thirty-one team members completed one-time and daily actions and competed for weekly prizes. Together our EcoChallengers saved up to 978 gallons of water, spent hours exploring the outdoors, walked up to 15 miles instead of driving, and picked up hundreds of pieces of litter, among other impact-reducing, habit-forming actions.

The highlight of the GREAT year is Earth Month and all the local cleanups and activities we conduct. These happen not just in Earth Month itself (April) but throughout the year, since Earth Day is every day! We joined cleanups in an Atlanta forest, a Denver river, a Miami office park, beaches in Lost Angeles and Asbury Park, Lookout Mountain in Arizona, and parks in San Francisco and Houston. Together these events collected more than 1500 pounds of trash.





89,905

TREES PLANTED IN 2024

635,437

TREES PLANTED **SINCE 2019** THROUGH 2024

TREES FOR THE FUTURE

Trees for the Future (TREES) is an international development non-profit organization that provides training, resources, and support to help communities establish Forest Gardens, a proven approach that restores degraded land, improves food security, and creates economic opportunities. In 2024, the United Nations recognized TREES as a World Restoration Flagship partner. naming the organization one of the world's best examples of large-scale and long-term ecosystem restoration.

Since 2019, Green has proudly worked with TREES to plant a tree for each of our shipments, customers, and employees. During Earth Month we also pledged to plant a tree for every new LinkedIn follower. In total, our ongoing and Earth Month efforts resulted in 89,905 trees planted in 2024. From the start of our TREES partnership in 2019 through the end of the reporting period, our partnership has planted 635,437 trees.



Services

It's all about the experience – for every customer, every shipment, every time. Make every interaction stand out for its helpfulness. Create the "WOW" factor that turns clients into raving fans. This includes both internal and external customers.

Fundamental 1, Deliver Exceptional Service, guides Green's approach to service delivery. The range of services we offer covers all the freight forwarding bases and grows continuously in areas like trade compliance, technology, and sustainability in response to our customers' needs and the world around us.

This section covers the following material topics:

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



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.



Ethical Business Practices 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.

At Green, business ethics aren't just about avoiding risk or maintaining compliance; they're foremost in our mission statement, "to move the world's trade with integrity, efficiency, and sustainability..."

MOVING FREIGHT IS WHAT WE DO; ETHICALLY IS THE MOST IMPORTANT WAY WE DO IT.

One of our 34 Fundamentals, "Do the Right Thing, Always," stresses the importance of ethics especially when no one's looking.

Our annual Code of Conduct training, required of all employees, includes guidance and scenarios on ethical conduct topics including conflicts of interest, corruption and bribery, gifting, and facilitation payments. During the reporting period, we received no ethics grievance reports.

ANTI-CORRUPTION

Green's Employee and Business Partner Codes of Conduct detail the types of corruption that can occur, and are prohibited in all forms, 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, and to complying with applicable antitrust 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.

GRIEVANCE MECHANISMS

Green takes reports of ethics violations seriously.

Our ethics grievance mechanism, ethics@greenworldwide.com, is managed confidentially by Green's People team and available to internal and external parties for guestions or violation reports.

Our forced labor grievance mechanism, forcedlabor@greenworldwide.com, allows anyone who becomes aware of or suspects any use of forced labor in our global value chain to notify Green promptly. 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.





Secure Data Systems

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.

Secure, reliably accessible, high-integrity data is the lifeblood of a freight forwarder. Green protects our data through advanced computer applications including a Security Information and Event Management (SIEM) system, and through policies and training that address the human elements of risk.

We 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.

Green's Data Security Policies and Procedures

- Information Technology Acceptable Use Policy
- Internet Security Policy
- Information Technology and Email Policies and Procedures

CYBERSECURITY ASSESSMENT AND TRAINING

When you think of cybersecurity, "fun" is probably not the first word that comes to mind. But at Green it's fundamental to Keep Things Fun (Fundamental 32), and our cybersecurity training program gets rave reviews around the water cooler. Each month employees are assigned an episode of "The Inside Man" that demonstrates aspects of cybersecurity like travel security, app permissions, external devices, and insider threats in an engaging drama that wouldn't be out of place on popular streaming platforms. 'Scam of the Week' emails offer brief, timely case studies and behavioral tips that support employees in recognizing and avoiding phishing, smishing, and other digital scams.

In 2024, we transitioned our annual cybersecurity assessment methodology from our previous Security Awareness Proficiency Assessment (SAPA) to a Security Culture Survey (SCS) better integrated with our cybersecurity risk management platform. Our 2024 security scores are therefore not directly comparable to our previous scores, but do demonstrate a well-established security culture that has increased to above the industry standard. We will continue to report SCS scores going forward.

| Security Culture Survey | | | | | |
|------------------------------------|------|-------|-------|--|--|
| | 2024 | 2023* | 2022* | | |
| GREEN | 89% | 58.6% | 56.4% | | |
| I N D U S T R Y S T A N D A R D | 71% | 63.4% | 63.6% | | |

*Security Awareness Proficiency Assessment (SAPA) methodology used prior to 2024



KEEP THINGS FUN

While our passion for excellence is real, remember that the world has bigger problems than the daily challenges that make up our work. Stuff happens. Keep perspective. Don't take things too personally or take yourself too seriously. Laugh every day.







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.

MONITORING REGULATIONS & LEGISLATION

Green Worldwide Shipping monitors the quickly evolving landscape of U.S. trade regulations to comply with our own obligations and provide our customers with expert guidance and services.

Our corporate Compliance team oversees our compliance with U.S. trade regulations, managing internal controls, policies, training, and oversight including internal audits.

We monitor 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 share timely information with our internal teams, and to our clients and other interested parties through the public Freight Talk blog.

Green attends events hosted by CBP and other relevant trade associations, and we sit on multiple committees with Trade Associations to keep current on policy and regulatory changes.

For the fifteenth year, the Compliance team in 2024 renewed our Customs-Trade Partnership Against Terrorism (CTPAT) certification as a Customshouse Broker, strengthening international supply chains, improving United States border security, and securing trade benefits for our customers.

Green's Global Trade Solutions team offers trade compliance services to our customers (see Innovative Approaches to Service Offerings). In November 2024, we hosted an Export Compliance Roundtable with the World Trade Center Denver to facilitate networking and compliance knowledge among Colorado exporters.

Fundamental 20, Find a Better Way, reminds us to not be satisfied with the status quo. Our continually evolving service offerings meet the challenges of the shifting global trade landscape and anticipate our customers' needs so we can always Deliver Exceptional Service (Fundamental 1).

TRADE COMPLIANCE

Green offers numerous trade compliance services that help our customers smoothly import and export their goods while leveraging CBP's many trade-related programs to best effect.

Green provides comprehensive advisory services related to Customs compliance that 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.

We offer a duty drawback analysis and claim program that helps companies understand their eligibility for CBP's Duty Drawback program and receive any qualifying refunds. Our Foreign Trade Zone Managed Services provide comprehensive, tailored solutions for companies participating in the Foreign Trade Zone program that 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.

Green partners with Centipid to provide our clients with comprehensive CTPAT certification, maintenance, and training consultation so they can realize the program's many benefits for U.S. importers. This includes CTPAT certification process guidance and handbooks, threat and vulnerability assessments, risk-based action plans, process implementation, evidence of implementation, security profiles, self-assessments, program updates, on-site or virtual audits, and required training.

In August 2024, we launched an Enterprise Customs Brokerage service that leverages our in-house duty-drawback and FTZ specialists for supply chains requiring a high volume of clearances, specialized industry-specific processes, and/or a high degree of automation. We handle more than 800,000 automated transactions via direct integration between our TMS and all major ERPs, achieving 99.89% on-time Customs entry filing.



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.

SMART, SUSTAINABLE LOGISTICS

Green's technology and sustainability solutions are the modern twist on our good old-fashioned freight forwarding.

GreenX, our shipment visibility platform, gives our customers web-based, 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.

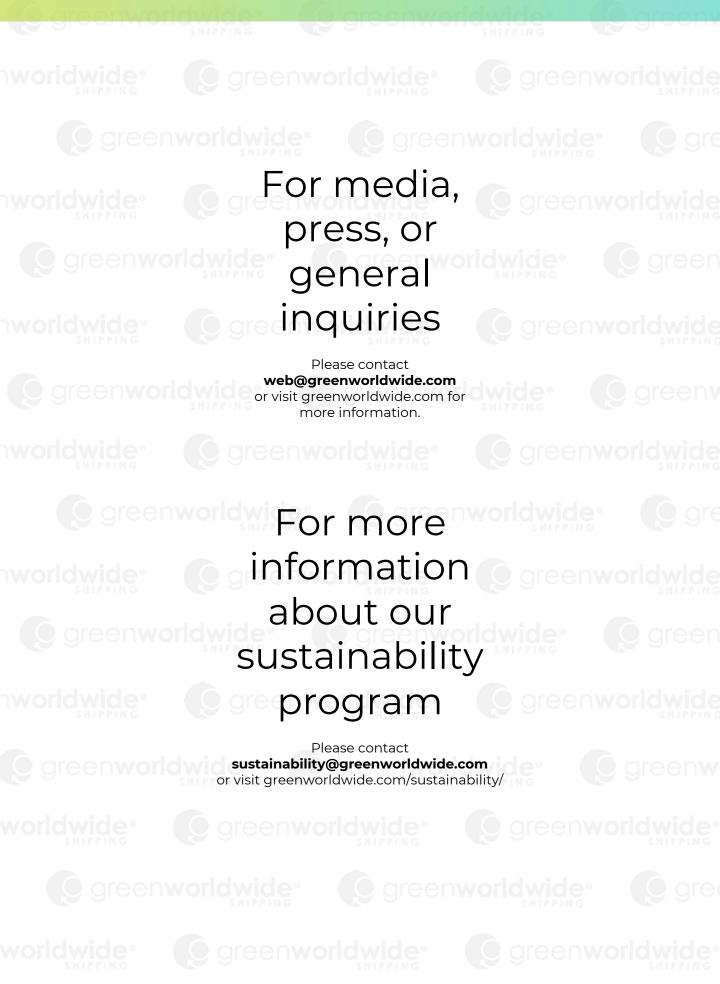
During the reporting period, we launched several new consolidations that give our customers reliable, efficient access to Green's exceptional service for less-than-container-load (LCL) volumes. A weekly Germany to Savannah ocean consolidation launched in June, August brought a weekly air consolidation from Germany to Chicago, and we started a weekly ocean service from Miami to Brazil in September. By maximizing the loads in these consolidation boxes, Green keeps shipping costs low and increases utilization to reduce each shipment's transport emissions.

In January we transformed the GreenCheck emissions management platform from a pioneering prototype into a tool available in all of Green's branch offices. During the reporting period we developed Directed Mitigation Plans, published explanatory Green Papers, and integrated quarterly reporting to help shippers plan lane-by-lane emission reductions in real time. By combining schedule data with emission intensity factors, GreenCheck shows, for example, how choosing an itinerary on an ultra-efficient vessel over a comparable itinerary on another vessel on a Los Angeles–Santiago lane can cut transport emissions by more than 20 percent.

In October, we invited our global partners in the Aviation Logistics Network to Georgia as we hosted the ALN Annual Meeting. We presented Green's approach to corporate sustainability and invited their collaboration to reduce our own Scope 3 emissions and best serve our mutual clients.

Since 2022, we've partnered with The Uplift Agency to support U.S. shippers who want to expand their sustainability and social impact initiatives. Numerous services offered through the partnership include GHG emission inventories and reduction, supply chain design and optimization, human rights due diligence and compliance, and sustainability strategy, reporting, and communications.





BOTTOM LINE,

we speak freight

IT'S TIME TO MOVE FREIGHT *FORWARD*