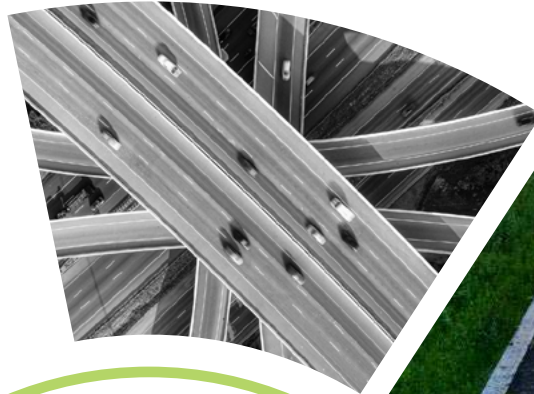




2025

SUSTAINABILITY REPORT





INTRODUCTION

Welcome Message5

Message from AIT’s Sustainability Team6

Sustainability Highlights8

AIT’s Business in 202410

ESG Strategy18

ENVIRONMENT

Greenhouse Gas Emissions32

Waste Management and Recycling42

Climate Change44

SOCIAL

Teammate Diversity and Inclusion46

Labor Practices51

Training and Education52

Employee Health and Safety54

Employment and Talent Attraction56

Community Engagement58

Value Chain Conditions59

GOVERNANCE

Business Resiliency and Continuity60

Operational Excellence62

Cybersecurity66

Factbook and Data68



Welcome

I am pleased to present AIT Worldwide Logistics’ annual sustainability report looking back at 2024. We’re highlighting our commitment to a sustainable logistics sector and reporting on the status of our efforts as we work towards the company’s goals. We continue to make progress towards integrating sustainability into our operations while understanding its vital role in the company’s long-term success in addition to the well-being of the communities we serve.

PROGRESS

As a global logistics provider, we recognize our unique position to drive meaningful change across our supply chains. Over the last year, AIT made significant progress towards our sustainability goals by completing additional purchases of **sustainable fuels**, expanding our **EV network**, rolling out new **industry partnerships** and establishing an **ESG steering committee** which provides additional oversight and visibility over the company’s sustainability efforts and initiatives.

LOOKING AHEAD

While we celebrate our progress towards achieving the company’s long-term targets, we remain mindful of the work that lies ahead for the transportation and logistics industry. AIT remains committed to advancing our sustainability objectives. We anticipate ongoing collaboration with our customers and partners as we work diligently to fulfill our goals.

I invite you to explore this report in detail and reach out to AIT’s sustainability team with any questions about joining us on our sustainability journey. Together we can build a more sustainable logistics sector.



Sincerely,
Vaughn Moore
Chairman and Chief Executive Officer

Connect with Vaughn on:

- [in LinkedIn](#)
- [AIT’s website](#)

A Message from AIT's Sustainability Team

I am glad to share with you the tangible progress we have made in our sustainability initiatives. As the company's vice president, global sustainability, I am proud of the significant achievements AIT Worldwide Logistics has made in this hard-to-abate industry. This report represents not only our accomplishments, but our ongoing journey to create lasting positive impact across the global supply chain.

FOCUS ON COLLABORATION

My role within the organization is to ensure that sustainability is embedded in our strategic decisions and activities. Collaboration is key to achieving goals and we've built strong connections with customers and partners to better deliver results for sustainability projects.

This past year, AIT made great strides in boosting collaboration and viewing sustainability as a fundamental business principle. Our operations and sales staff have been trained on our initiatives and are helping to push our work forward alongside our customers and others in the industry. Our cross-functional ESG steering committee is also helping drive this integration, ensuring our initiatives have leadership visibility and support.

LOOKING FORWARD

In the coming year, we will focus on enhancing our data and reporting capabilities, expanding our sustainable solutions offerings, increasing supplier and carrier engagement, and further empowering our workforce to drive initiatives forward.

I would like to extend gratitude to our sustainability team as well as all AIT teammates, customers and partners, for their continued dedication to a more sustainable logistics industry.



Sincerely,
Chelsea Lamar
Vice President,
Global Sustainability



Scan the QR code to view a video message from Chelsea Lamar.



Sustainability Highlights

7,000 mt CO₂
abated as the result
of sustainable aviation
fuel purchases



THREE
additional sustainable
marine fuel agreements
with ocean carriers



FOUR
new markets launched with
EV home delivery service



40%
renewable energy in
AIT-controlled warehouses



1,000+ MILE
long-haul deliveries achieved
with EV tractor-trailers



81%
core value index
survey score



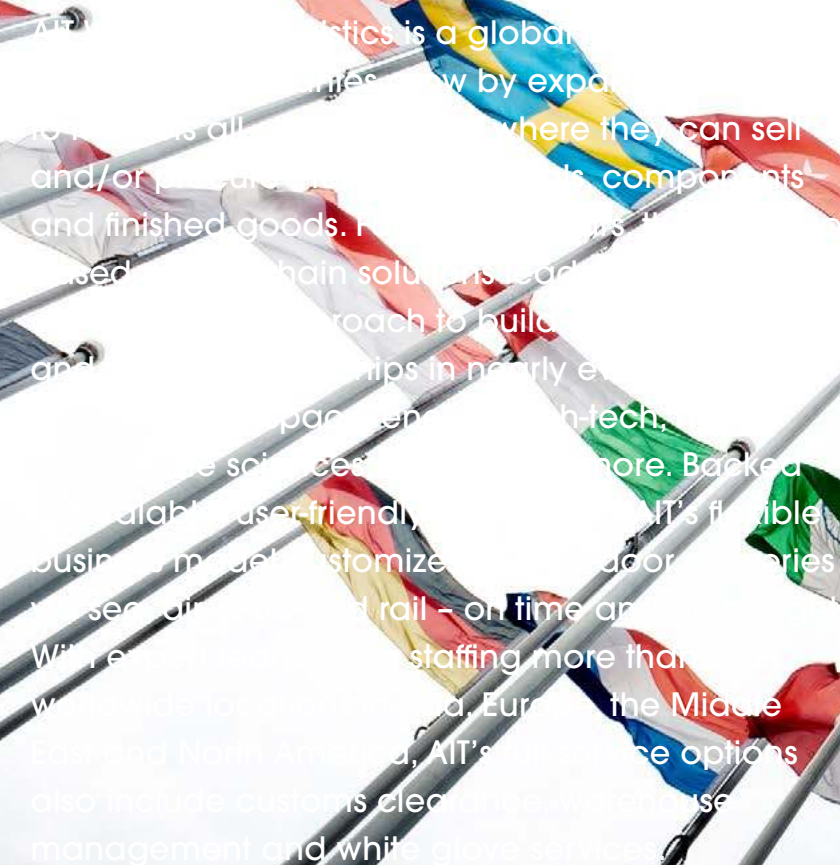
29,000
EV deliveries completed
for home delivery network



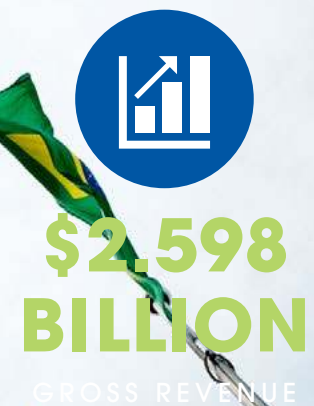
7,400
teammate volunteer hours



AIT's Business



AIT Logistics is a global logistics provider that offers a wide range of services to its clients. The company's services include air, sea, and land freight, warehousing, and distribution. AIT Logistics is a global logistics provider that offers a wide range of services to its clients. The company's services include air, sea, and land freight, warehousing, and distribution. AIT Logistics is a global logistics provider that offers a wide range of services to its clients. The company's services include air, sea, and land freight, warehousing, and distribution.



¹ Statistics include 2024 acquisitions: GTS (Marinetrans, Best Global Logistics, Priano Marchelli, Ship Spares Logistics) and Lubbers Logistics Group.

Operations Overview



Figure 1: AIT's operations overview

Acquisitions

In 2024, AIT significantly expanded its service offering in Europe with the acquisitions of Global Transport Solutions and Lubbers Logistics Group. The company’s operating footprint covers regions representing ~90% of global GDP.



Over the past century, Lubbers, headquartered in Schoonebeek, Netherlands, has established itself as a leading provider of top-tier transportation solutions for high-value segments, specializing in road transport, project cargo, and global freight forwarding services. With more than 350 teammates working across nine road transport hubs and nine freight locations, Lubbers boasts an extensive network of strategically located facilities throughout Europe.

Lubbers Road Transport

The Road Transport network covers Europe with over 90 years of experience and a fleet of 131 trucks and 323 trailers. The team provides a variety of options including groupage, urgent, hotshot and special projects services.

Lubbers Global Freight

With its air, sea, and rail services, the Global Freight team (now fully integrated with the parent company) taps into the increasing



demand for extraordinary cargo transport to niche locations around the world. In addition, services can be combined into a multimodal transport solution.

Lubbers Projects & Services

Projects & Services offers solutions for complex logistics projects, staffing requests and containers. Services include pipeline logistics, rig moves and staffing.



Global Transport Solutions (GTS) was formed in 2019 through the merger of Marinetrans and Best Global Logistics (BGL), with the goal of enhancing supply chain efficiency and offering high-quality, transparent services.



Marinetrans specializes in coordinating global transport for ship spares and marine equipment, providing end-to-end logistics with a focus on transparency and compliance.



Best Global Logistics specializes in time-critical freight forwarding and project logistics.



Priano Marchelli extends GTS’ expertise into cruise logistics with offices in Genoa, Italy and Miami. The team specializes in tailored logistics solutions for the cruise industry, including storage, consolidation and transportation of equipment, consumables and spares for vessel maintenance as well as new builds.



Ship Spares Logistics (SSL) strengthens last-mile services with specialized freight forwarding and onboard delivery, primarily in the Netherlands. In addition, SSL offers barge deliveries, warehouse consolidation and other maritime logistics solutions, further strengthening GTS’ capabilities in the marine sector.

Value Chain

AIT is a global logistics leader, providing supply chain solutions for complex transportation needs and specialized services for industries with unique requirements. The company manages the worldwide movement of goods for its customers by purchasing capacity from air, ocean and trucking carriers. These providers perform the transportation using their own assets. Global transportation is affected by conditions in air, ocean, road and rail markets, including capacity availability.

AIT’s activities focus on global freight forwarding services, primarily via air, ocean and road, with the company managing a large network of suppliers and partners (more than 10,000 carriers worldwide). Additionally, AIT offers complementary and value-added services such as consolidation, customs clearance, insurance, order management and white glove delivery. The company further provides complex supply chain solutions, seeking out opportunities to move high-touch, high-value, temperature-controlled, out-of-gauge and/or expedited cargo.

THE FREIGHT FORWARDING PROCESS

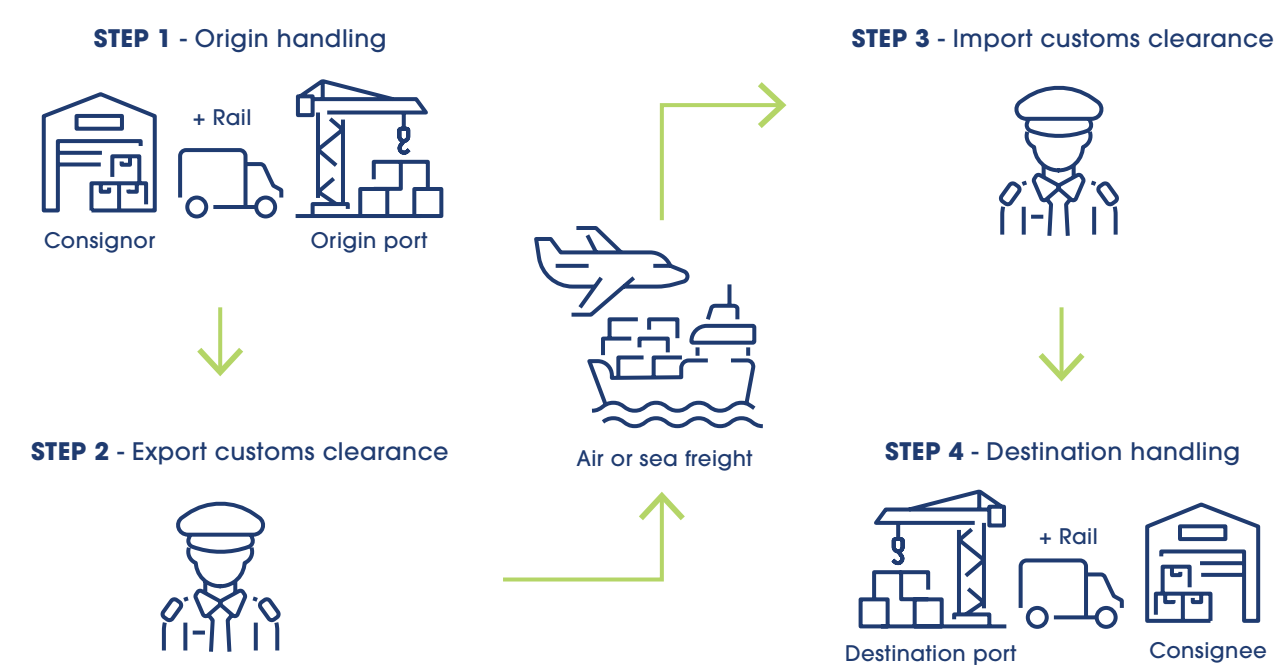


Figure 2: The freight forwarding process

ESG Strategy

Double Materiality Assessment

The heart of the sustainability program is defined by the essential and material topics for AIT. These are determined by a materiality assessment: the process of identifying, refining and assessing numerous potential environmental, social and governance issues that could affect the company's business and/or stakeholders, then condensing them into a short list of topics that inform AIT's strategy, targets and reporting.

PROCESS

The most significant environmental, social and economic challenges are identified and ranked using a twofold (i.e., double) materiality evaluation. Finding pertinent ESG subjects involves evaluating various sectoral standards, ESG rankings and reporting frameworks like GRI and the Sustainability Accounting Standards Board (SASB), as well as conducting in-depth research on relevant peers. Additionally, AIT conducted a thorough analysis of stakeholders and assessed its value chain.

The double materiality assessment (DMA) was carried out in accordance with the requirements of the European Union's Corporate Sustainability Reporting Directive (CSRD), following a four-stage process:

IDENTIFICATION OF ESG TOPICS

Evaluating AIT operations while researching peers, standards, ESG rankers and reporting frameworks (EFRAG, GRI, SASB). Consulting AIT references like the quality management system and corporate strategy.

STAKEHOLDER AND VALUE CHAIN MAPPING

Identifying stakeholder groups through mapping exercises to visualize impacts, risks, opportunities and group categories. Engaging stakeholders to gather insights on impacts, risks and opportunities (IROs) tied to ESG topics.

IMPACT AND FINANCIAL MATERIALITY ASSESSMENT

Assessing IRO materiality based on impact and financial views, known as double materiality assessment. Scoring IROs with various impact and financial assessment variables.

ANALYSIS OF RESULTS AND DOUBLE MATERIALITY MATRIX CREATION

Reviewing governance approaches in response to the materiality assessment and defining thresholds. Preparing matrices and tables to communicate double materiality assessment results for reporting.



Double Materiality Assessment Results

A total of nine topics were rated as material (Figure 3) and 67 impacts across those topics were identified, with 37 deemed material according to the defined thresholds for impact materiality score. In total, 43 risks and opportunities were identified, and 24 are deemed material according to the defined threshold for financial materiality. Table 4 is a partial list of noteworthy material impacts, risks and opportunities identified during the DMA.

● ENVIRONMENTAL

1. Energy and fuel management

2. Water quality

3. Waste management and recycling

4. Air quality

5. Sustainable logistics products and innovation

6. Ecosystems and biodiversity

7. Greenhouse gas emissions

8. Climate change

● SOCIAL

9. Employee diversity, equality and inclusion

10. Employment and talent attraction

11. Training and education

12. Community engagement

13. Employee health and safety

14. Value chain conditions

15. Labor practices

● GOVERNANCE

16. Responsible value chain

17. Data privacy and cybersecurity

18. Operational excellence

19. Corporate governance

20. Sustainable investments and growth

21. Business resiliency and continuity

22. Business ethics and compliance

Figure 3: Double materiality matrix

Climate Change	
Value chain emission AIT’s operations and services rely heavily on fossil fuels across air, ocean and road transport, contributing significantly to carbon emissions. As an intermediary service provider, AIT has limited direct influence to drive emissions reductions. Compared to network emissions, the emissions from operational facilities are relatively small: approximately 2% to 4%.	Actual negative impact
Net-zero networks While AIT lacks direct control over emissions due to unowned assets, it can influence clients and carriers towards more sustainable shipping solutions. AIT can become a multiplier for sustainable solutions in the company’s overall transportation network via its central position in the network.	Potential positive impact
Supply chain disruptions The interconnected nature of the business exposes it to climate change impacts across various regions. Changing weather patterns and increased severe weather events disrupt global supply chains, necessitating altered routes and safer operational locations. These measures lead to financial losses, customer dissatisfaction and delays.	Actual risk
Sustainable Investment and Growth	
Business opportunities and collaboration Collaborating and enhancing relationships with customers to achieve their sustainability goals can create further business opportunities and give AIT a competitive advantage.	Actual opportunity
Greenhouse Gas Emissions	
Availability of solutions The sparse or insufficient availability of low- or no-carbon options in some regions can be an obstacle to achieving AIT’s emissions reduction targets.	Actual risk
Business Ethics and Compliance	
Reputational effects and customers’ trust Non-compliance and unethical behavior can exclude AIT from customer consideration, significantly harming the business; a single incident can result in lasting financial and reputational damage, including governmental restrictions, investigations and temporary bans.	Actual risk

Table 4: Extract from the impacts, risks and opportunities analysis as part of the DMA

Double Materiality Assessment Results

Stakeholder Engagement

AIT actively engages, interacts, partners and develops solutions with key stakeholder groups, which include customers, teammates, industry networks and carriers. Additionally, the company works alongside stakeholders throughout the value chain to promote sustainability initiatives such as decarbonization and the respect for human rights. The insights and perspectives from stakeholder groups are integrated into organizational policies and procedures.

During the DMA, AIT identified a total of 11 stakeholder groups and about 50 subgroups. The stakeholder groups include:

-  **Economic environment**
(competitors, carriers, customers)
-  **Ecological environment** (air, water, land)
-  **People and society**
(media, local neighborhoods)
-  **Financial institutions**
(banks, investors, insurance)
-  **General suppliers** (service and product providers, landlords)
-  **Governments and authorities**
(local authorities, auditors)
-  **Public networks**
(industry consortiums, associations)
-  **Management and operational employees**
-  **Worker councils**

As part of the value chain analysis, AIT identified the primary stakeholders impacted by its business activities. Key criteria for further stakeholder engagement included direct business relationships with AIT, representation of core elements in AIT’s value creation process, and significant impact within the value chain. Additionally, the DMA emphasized large groups and carriers with global outreach. Future DMAs intend to expand stakeholder engagement to regional levels.

The following key stakeholder groups were selected based on these criteria for further engagement:

-  **Management and teammates**
-  **Customers**
-  **Carriers** (air, ocean, road)
-  **Investors**

AIT utilizes a variety of methods to engage with different stakeholder groups and subgroups.

Key Stakeholder Group	Engagement Method
Management and teammates	The company strives to foster a collaborative and meaningful workplace by engaging with teammates through leadership communication, quarterly town halls, training, performance and development reviews, the annual core value index (CVI) survey and a whistle-blowing system. In 2025, the ESG steering committee and the sustainability champion initiative were implemented to enable participation and commitment to sustainability issues across all levels.
Customers	Customer engagement occurs on a daily operational basis, through partnerships and initiatives on low- or no-carbon logistics solutions, as well as industry groups focused on reducing emissions in supply chains. The company also receives valuable feedback regarding performance and services from the annual quality management system index survey of more than 1,000 customers.
Carriers	Engagement with carriers is also on a daily operational basis, through partnerships, industry groups focused on supply chain decarbonization, and the company’s Supplier Code of Conduct. AIT implemented an automated sustainability carrier assessment, which provides insights on availability of sustainable solutions. The company is also working with key carriers on sustainability initiatives, including internal training workshops, sustainable aviation fuel purchases, EV solutions and more.

Table 5: Methods of stakeholder engagement

Core Value Index Survey

In 2024, teammates across AIT participated in the annual core value index survey, available in all preferred languages with immersive reader capability.

Upon completion, survey data informed targeted action plans for leaders at regional and local levels. This valuable feedback continues to drive the development of global human resources programs and additional resources designed to enhance the AIT experience for a diverse workforce.

91%
PARTICIPATION
RATE

81%
CORE VALUE INDEX
(CVI) SCORE

Sustainability Champions Program

Sustainability is a team effort at AIT. The sustainability champions program was established to drive meaningful change across the company’s operations, empowering teammates at AIT’s most energy-intensive stations to take an active role in advancing environmental goals.

Each champion serves as a key advocate for sustainability at their facility, identifying opportunities to reduce waste, improve energy efficiency, and promote sustainable practices.

Through this program, AIT is embedding sustainability into daily operations and fostering a culture of efficiency and innovation. By leveraging teammates’ insights and leadership, the company is enhancing efficiency, reducing environmental impact, and strengthening its commitment to sustainable growth.

Initiatives and Partnerships

Achieving sustainability goals requires collaboration beyond a single company’s efforts. A network of logistics partners is essential to sustain positive effects throughout the supply chain. AIT participates in several networks.



AIT became a member of the Smart Freight Centre (SFC) in 2023, a global nonprofit dedicated to lowering the emissions impact of international freight shipping. Being a member of this group guarantees adherence to industry best practices, such as the framework established by the Global Logistics Emissions Council (GLEC). AIT provides customers with emissions reporting by utilizing the GLEC architecture. Increasing cooperation with SFC and its members advances AIT’s overarching objective of developing a more sustainable supply chain industry. Additionally, AIT takes part in SFC’s Clean Air Transport and Clean Cargo initiatives.



AIT became a member of ZEMBA in 2024. ZEMBA’s mission is to accelerate the deployment of zero-emission shipping solutions and create access to high-integrity environmental attributes that contribute to emissions reduction. The alliance aims to enable economies of scale for freight buyers and suppliers, particularly focusing on fuels and technology capable of scaling and decreasing in cost over time. By maximizing emissions reduction, ZEMBA seeks to achieve more than any single freight buyer could accomplish alone. Additionally, ZEMBA facilitates credible, transparent and traceable in-sector investments in maritime decarbonization solutions, allowing freight buyers to claim these investments toward their Scope 3 targets.



The SmartWay program, initiated by the United States Environmental Protection Agency (EPA), helps companies advance supply chain sustainability by measuring, benchmarking and improving freight transportation efficiency. SmartWay aims to voluntarily achieve improved fuel efficiency and reduce environmental impacts from freight transport. SmartWay currently has approximately 600 member businesses; membership is voluntary. AIT is eligible to celebrate its 17th year as a SmartWay Transport Partner in 2024 after the EPA authorized its 2022 emissions reporting. SmartWay Partner tools track the advancement of cleaner air and lower emissions.



The CDP is an international nonprofit organization that helps companies, cities, states, regions and public authorities disclose their environmental impact. AIT, as well as its Lubbers Global Freight and Marinetrans subsidiaries, completed the CDP questionnaire last year and thus contributed to transparency in the supply chain and climate action. For the upcoming reporting period in 2025, all subsidiaries will be consolidated and submit a joint questionnaire under the parent company.



EcoVadis is one of the leading sustainability intelligence platforms for global supply chains. AIT contributes by answering an annual questionnaire to provide data and receive a rating. In the future, all newly integrated subsidiaries will be included in the questionnaire.



The Airforwarders Association (AfA) is a global alliance of indirect air carriers, cargo airlines and affiliated businesses. As the voice of the air forwarding industry, the AfA brings together a dynamic network of professionals dedicated to moving air cargo efficiently and securely. AIT contributes to this community and advocates for the company’s critical role in the global supply chain. The AfA’s sustainability committee is led by AIT’s Vice President, Global Compliance, who is serving a second term on the association’s board of directors.



The International Marine Purchasing Association (IMPA) is a nonprofit organization that has been at the heart of the marine procurement and supply chain management industry since 1978. Established more than four decades ago by a group of senior purchaser executives who wanted to create an industry voice for the interests of the profession, IMPA now represents a strong and vibrant community of more than 1,000 maritime purchaser and supplier members who are working towards continuous improvement and development of the industry.



The UN Global Compact is a United Nations initiative that encourages businesses to align their strategies and operations with ten universal principles (including human rights, labor, the environment and anti-corruption), and to take actions that advance societal goals and the implementation of the Sustainable Development Goals. AIT’s subsidiary, Global Transport Solutions, is a member of the UN Global Compact.

I-10 Shipper-Carrier Coalition

The coalition comprises leading global shippers and carriers who will be evaluating long-haul heavy-duty battery-electric vehicle operations along the I-10 corridor between Los Angeles and El Paso, Texas in the United States. Terawatt Infrastructure will act as the strategic charging solutions partner for this initiative, offering infrastructure, including software, operational support and maintenance services at six of its charging hubs along the I-10 corridor.

Governance Structure

In 2024, AIT established the ESG steering committee. This group is integral to promoting environmental, social and governance (ESG) initiatives and embedding them within the company’s broader strategies. Comprised of leaders from the compliance, finance, human resources, operations and sales teams, the committee takes charge of developing, approving and leading the annual ESG strategy and budget, ensuring alignment with overall objectives for the enterprise. It also monitors ESG

performance, sets new KPIs, and strives to enhance AIT’s standings in key ESG rankings. Additionally, the committee keeps abreast of global regulatory updates, integrates ESG risks into the company’s overall risk management framework, and engages with various stakeholders, including the board of directors, teammates, customers and external parties, to effectively communicate AIT’s ESG strategy. Regular updates to leadership are provided to ensure all involved are informed about the committee’s progress and initiatives.



Figure 6: Overall governance of ESG at AIT



Holistic Strategy

AIT offers a range of sustainability options for customers, aimed at improving the entire supply chain as well as internal operations. First, AIT is committed to using 100% renewable energy for company-owned facilities by 2030, ensuring that operations are powered in a sustainable way. The organization is also focused on optimization through modal shift and consolidation, helping to reduce emissions and improve efficiency. Additionally, recycling programs at AIT warehouses and customer packaging take-back initiatives help to reduce waste and promote a circular economy.

Technology initiatives include the use of electric vehicles (EVs), sustainable aviation fuel, renewable diesel and sustainable marine fuel. These alternatives help lower the company’s carbon footprint while

maintaining strong operational capacities. By partnering with and choosing from AIT’s options, customers can significantly improve their environmental impact and promote sustainability throughout their operations.

AIT employs change management principles to seamlessly integrate sustainability initiatives across various groups, including customers, carriers, internal teams and other industry stakeholders. By promoting awareness of sustainable practices, providing partners with the knowledge and skills to implement these changes, and reinforcing new behaviors, AIT aims to ensure that the program is effective and resilient. These systematic steps create a cohesive and supportive environment that drives substantial advancements in sustainability within the entire supply chain and beyond.



Figure 7: Sustainable supply chain map

Environment

As a non-asset-based freight forwarder, AIT's environmental impact is primarily indirect – embedded in the transportation services coordinated on behalf of customers rather than in assets owned by the company. This unique position presents challenges as well as opportunities. AIT leverages its strategic position at the nexus of the supply chain to drive environmental improvements. By implementing additional sustainable technologies, working with customers on consolidation and route optimization, and establishing collaborative partnerships with those in the industry, the company is extending influence beyond its organizational boundary.

Freight transportation generally relies on fossil fuels and is a major contributor to climate change. AIT has set a 2050 net-zero goal for Scope 3 emissions, aligned with efforts in the air, ocean and road transportation industries. Additionally, the company is addressing its internal footprint via renewable energy purchases along with low- and no-emission technologies for its modest internal fleet of vehicles.

NEAR- AND LONG-TERM ENVIRONMENTAL GOALS

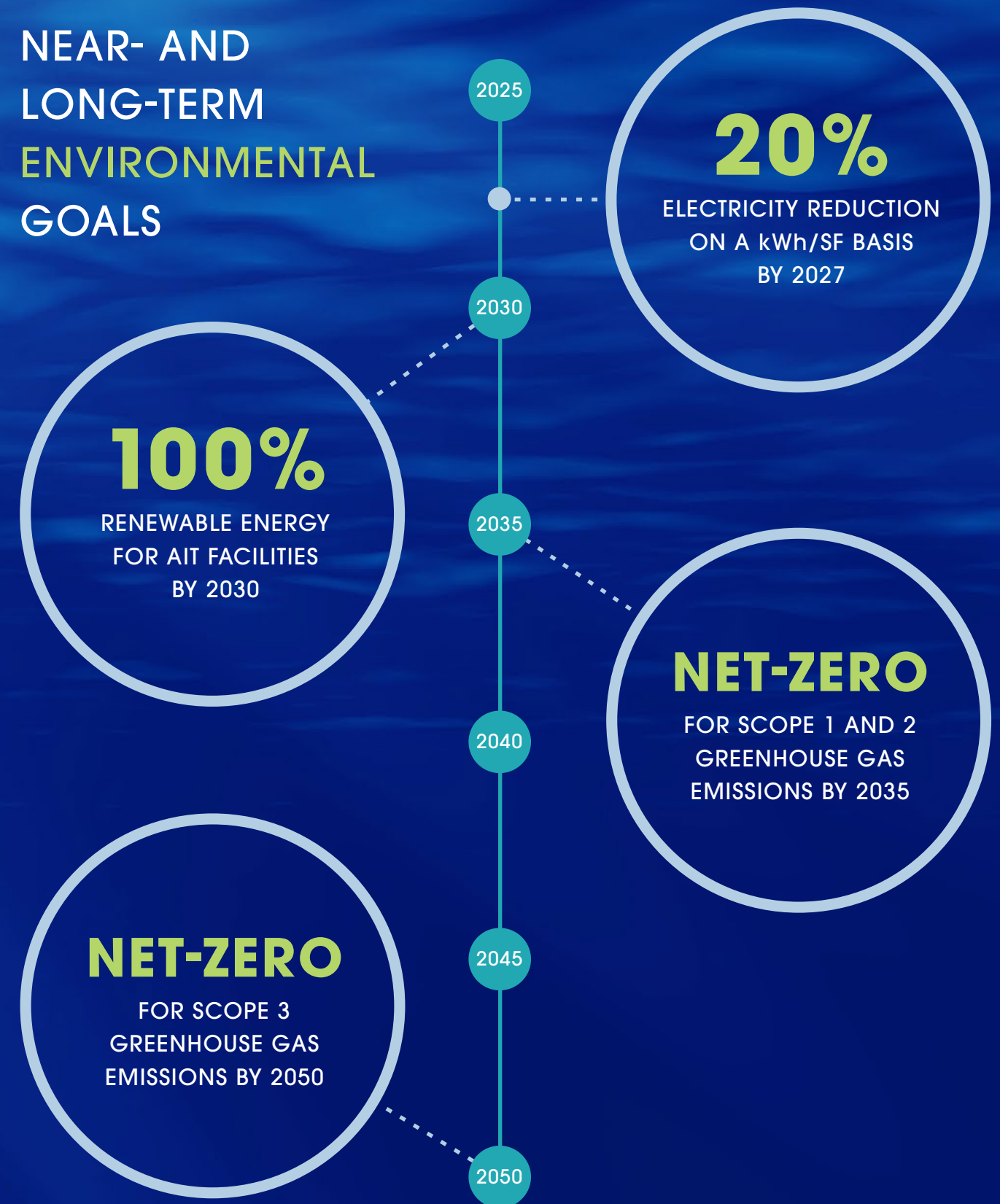


Figure 8: Near- and long-term targets

Greenhouse Gas Emissions

Greenhouse gas (GHG) emissions are a major contributor to climate change and the transportation sector represents approximately 14% of total global emissions². AIT's GHG profile is concentrated in Scope 3, or emissions generated through supply chain activities. The company's Scope 1 emissions are primarily due to fuel usage for the small fleet of owned vehicles. Scope 2 emissions represent the electricity usage from AIT facilities. The company completed its emissions inventory using guidance from the Greenhouse Gas Protocol as well as the Global Logistics Emissions Council framework. This section presents AIT's complete emissions profile and provides detail about partnering to reduce the company's carbon footprint.

Road Transportation

AIT's road transportation network plays a crucial role in the organization's overall sustainability and emissions reduction strategy. Operational teams across the company work with thousands of ground transportation carriers to move freight via standard truckload shipments, the Middle Mile Network, and white glove final mile deliveries.

The road transportation network significantly contributes to AIT's emissions footprint. In 2024, the company made substantial progress and continues to strive for further improvements. AIT is actively expanding its electric vehicle fleet



for home deliveries and long-haul shipments. Additionally, the company is incorporating sustainable fuels such as renewable diesel and biodiesel into its operations.

Short haul heavy-duty EV

AIT has invested significant resources to source cost-effective EV options in key markets such as California and the Netherlands. Alongside carriers and customers, thousands of EV deliveries have been completed in these markets, at a rate competitive with traditional technology. The company aims to accelerate the adoption of electric vehicles, reduce operational costs and increase the market share of these technologies.



Figure 9: AIT's emissions breakdown

² World Resources Institute

Greenhouse Gas Emissions

Case Study: Long Haul Heavy-Duty EV

Opportunity

One of AIT's most ambitious clients tasked the company with implementing a solution for over-the-road electric vehicle trucking.

Solution

The team partnered with a trusted linehaul carrier to deploy multiple electric tractors over some of the customer's highest volume freight

lanes. These EV tractors make regular deliveries between New Jersey and Iowa – a distance of more than 1,000 miles. Successfully completing these shipments is a testament to the feasibility of long-haul heavy-duty EV moves. The initiative underscores AIT's commitment to pioneering sustainable transportation solutions while setting a benchmark for the industry. Furthermore, the ongoing project illustrates that sustainable transportation solutions are not just a future aspiration, but a current reality that can meet demanding logistical needs while significantly reducing emissions.



Figure 10: Route from New Jersey to Iowa

Case Study: Home Delivery EVs in the US

Opportunity

A consumer retail client set ambitious targets for the percentage of home deliveries completed using zero-emissions technologies, aiming to align with logistics providers that can meet these standards.

Solution

AIT has partnered with local delivery carriers to lease electric vehicle (EV) cargo vans across several markets. Currently, the EVs are

operational in Atlanta, Detroit, Indianapolis, Long Island, N.Y., New Haven, Conn., and Minneapolis. Through these partnerships, AIT successfully completed more than 29,000 EV home deliveries on behalf of the client in 2024. AIT utilizes charging stations at the client's locations as well as public charging networks to facilitate the deliveries.

The home delivery market is particularly well-suited for EVs due to the shorter routes and the demand for light- and medium-duty trucks. AIT plans to continue expanding this network in collaboration with the current customer while extending the offering to additional customers.

Partnership: I-10 Shipper-Carrier Coalition

AIT is a significant participant in the I-10 Shipper-Carrier Coalition, an initiative led by the Smart Freight Centre to accelerate the adoption of heavy-duty electric trucks in the United States. This coalition includes some of the world's largest shippers and carriers, including AIT Worldwide Logistics, C.H. Robinson, DB Schenker, DHL Supply Chain, Electrolux Group, IKEA, Maersk, Microsoft, and

PepsiCo. These organizations will conduct tests on long-haul heavy-duty battery-electric vehicle operations along the I-10 corridor, which spans from Los Angeles to El Paso, Texas.

The formation of this consortium aligns with the U.S. Department of Energy's National Zero-Emission Freight Corridor Strategy. This strategy establishes a framework for the adoption of zero-emission trucks and emphasizes investments, planning and deployment of fueling infrastructure for medium- and heavy-duty vehicles.



Figure 11: Route of the I-10 corridor

Greenhouse Gas Emissions

Internal Fleet Initiatives

AIT is a non-asset-based freight forwarder, but the company does own and operate a small fleet of tractors in certain regions. The following initiatives are in place to help manage this fleet.

Driver training

Fuel efficiency training is mandatory for fleet drivers. The instruction includes how to enhance fuel economy by minimizing idling, managing speed, correctly shifting gears and avoiding aggressive acceleration or braking.

In the U.K., driver efficiency leaderboards based on telematics data are posted in transportation offices; miles per gallon increased from 11.7 to 12.2.

Anti-idling policies

Anti-idling policies are enforced across the fleet and drivers are ranked based on idle time.

In the U.S., these policies have reduced idle time by 7%, which is 23% below the industry average.

Renewable fuel usage

Where available, fleets utilize renewable diesel. For example, tractors operating in California are fueled with renewable diesel. This drop-in fuel achieves emissions reductions of 70% to 80%.

In the U.K., a contract has been signed to convert the company's heavy-duty fleet to biodiesel-compatible vehicles from February 2025 onward.

Zero emissions vehicles

A two-week trial of an electric heavy-duty vehicle has been completed in the U.K.

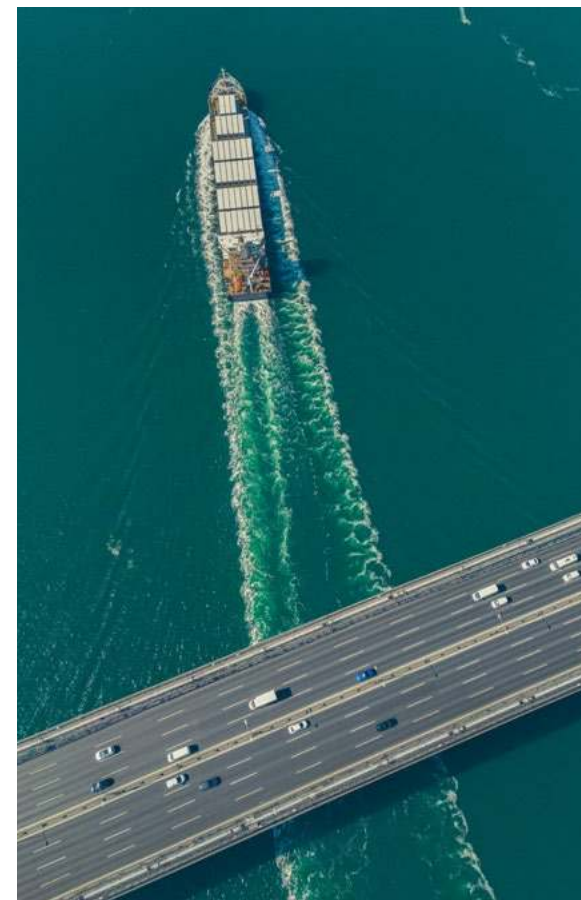
Ocean Transportation

Ocean shipping is a cornerstone of AIT's overall transportation network, offering a cost-effective and efficient means of moving large volumes of goods across vast distances. This mode of transport is particularly advantageous for intercontinental shipments, allowing AIT to connect major global markets and facilitate international trade.

Compared to other modes of travel, such as air and road transport, ocean shipping has a significantly lower carbon footprint per ton-mile. This makes it a more sustainable option for bulk shipments. Although ocean transportation does produce emissions, the sheer volume of goods per vessel means emissions per unit of cargo are relatively low, providing a lower emissions alternative to air freight.

Sustainable Marine Fuel

Sustainable marine fuel (SMF) is a key lever to further reduce emissions associated with ocean shipping. SMF is derived from renewable sources such as biofuels, hydrogen, and other sustainable feedstocks, making it a cleaner option that helps mitigate the environmental impact of maritime transport. The emissions reduction associated with SMF is approximately 85% well-to-wake.



Today, 99% of vessels operate on high emissions fuels and there is a significant opportunity for decarbonization in this sector.

By utilizing SMF, shipping companies can contribute to global efforts to reduce emissions, improve air quality, and protect marine ecosystems. Furthermore, the adoption of SMF aligns with international regulations and standards aimed at reducing maritime pollution.

AIT has developed partnerships with major ocean carriers to offer SMF options. This provides customers with a choice to reduce the emissions associated with their overall shipping footprint for specific lanes via a book and claim or mass balance approach.

Partnership: Zero Emission Maritime Buyers Alliance

In 2024, AIT became a member of Zero Emission Maritime Buyers Alliance (ZEMBA). This coalition focuses on fostering and accelerating the adoption of zero-emission shipping solutions while bringing together companies that are committed to reducing their maritime carbon footprint and promoting sustainable practices in the shipping industry. ZEMBA works to influence policies, create market demand for zero-emission vessels, and aggregate demand to support the development and deployment of innovative SMF. The group also enables AIT to acquire SMF via a book and claim process. In 2025, ZEMBA is focusing on e-fuels produced via electrolytic hydrogen. This is an emerging market, with AIT at the forefront to support procurement.

AIT's membership in ZEMBA aligns with the company's commitment to sustainability and active participation in global efforts to decarbonize the maritime sector. The alliance allows AIT to collaborate with other industry leaders while remaining at the forefront of emerging sustainable technologies and offering customers lower-emissions shipping options. In 2025, the company will purchase SMF via ZEMBA and collaborate with more customers on the above initiatives.

Greenhouse Gas Emissions

Air Transportation

Air freight transportation is a critical component of AIT's comprehensive logistics network, delivering swift and reliable solutions for time-sensitive shipments. Air freight is particularly advantageous when speed is paramount, making it indispensable for some of the company's largest vertical markets, including life sciences and technology, where timely delivery is essential to operational success.

However, air transport consumes more fuel and creates a larger carbon footprint compared to other modes of transportation. AIT is committed to reducing this impact by partnering with carriers and customers to support sustainable alternatives.

Sustainable aviation fuel

Sustainable aviation fuel (SAF) is produced from renewable resources such as used cooking oil and beef tallow, which significantly lowers greenhouse gas emissions compared to traditional jet fuel. SAF can reduce emissions by more than 80% throughout its lifecycle.

AIT has actively pursued partnerships with its customers as well as major airlines to facilitate the use of SAF. In 2025, the company completed a significant SAF purchase with Air France KLM, resulting in CO₂ savings of more than 7,000 metric tons. This partnership is enabled via book and claim, a critical method for sustainable logistics which enables AIT to separate the environmental attributes (i.e., emissions savings) of the fuel from the physical fuel itself.

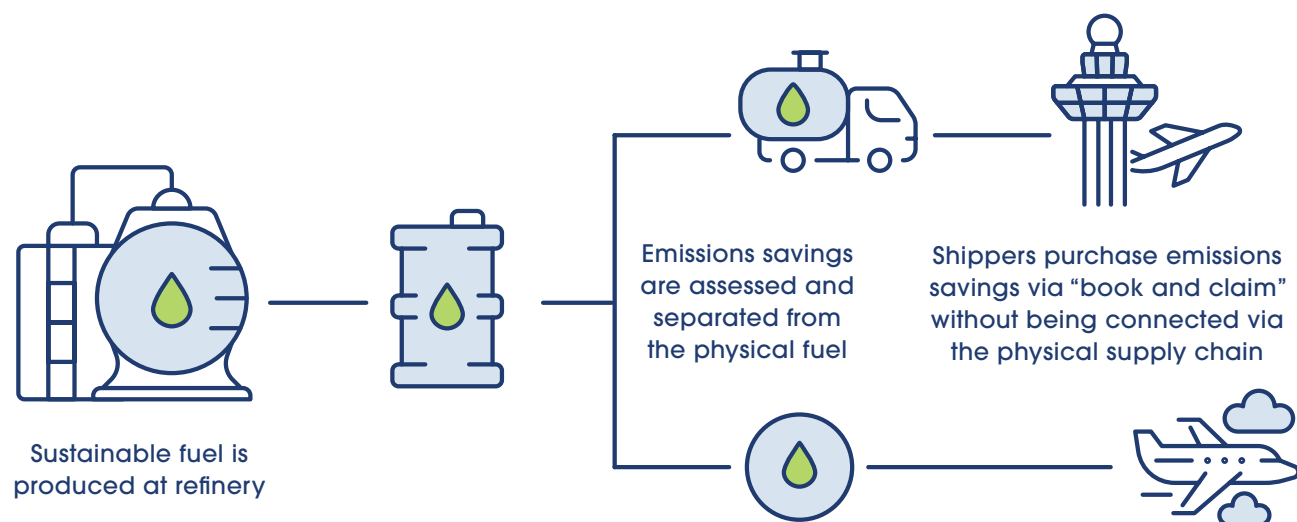


Figure 12: Book and claim mechanism

Buildings

Buildings are crucial in achieving net-zero goals. Improving energy efficiency, adopting sustainable construction practices, and using renewable energy sources are key to reducing emissions. These strategies not only reduce energy usage but also save costs.

Sustainable construction involves using materials and methods that lower environmental impact. Renewable energy sources, such as solar and wind, provide clean, reliable power to support facility operations. Together, these efforts form the foundation of AIT's net-zero strategy for internal operations.

Energy efficiency

In 2024, AIT established a utility bill management platform. This platform enables the company to track monthly energy usage, which will help to set benchmarks for individual facilities. This is the starting point for identifying operational energy-efficiency reductions.



Case Study: LED Upgrade

Opportunity

AIT's station in Secaucus, N.J. had outdated, high-energy fluorescent lighting, leading to increased operational costs and unnecessary energy consumption. Upgrading to a more efficient lighting system was presented as an opportunity to reduce energy use and lower expenses.

Solution

Through New Jersey's Clean Energy Program, AIT was able to upgrade from traditional fluorescent lights to LED motion sensors with no out-of-pocket cost thanks to available rebates. As a result, electricity costs have been reduced by 20%, lighting quality is improved, and maintenance is less frequent. This initiative demonstrates the impact of leveraging energy-saving programs to enhance operational efficiency, reduce costs and promote sustainability across AIT facilities.

Greenhouse Gas Emissions

New Construction

To ensure that new buildings contribute effectively to the company's net-zero goals, AIT has meticulously designed construction guidelines by adopting best practices from leading green building standards such as BREEAM, LEED and other established frameworks. These guidelines are aimed at enhancing sustainability, reducing carbon footprints and promoting energy efficiency. The measures include the items on the opposite page in Figure 13.

These comprehensive measures ensure that AIT's facilities are energy-efficient while contributing to the overall well-being of occupants and the surrounding communities.

Renewable Energy

AIT is actively exploring opportunities to incorporate renewable energy solutions into its operations by leveraging utility programs that offer renewable energy rates while also exploring the feasibility of on-site solar. By transitioning to electricity plans that prioritize wind, solar and other renewable sources, the company aims to reduce its carbon footprint while maintaining cost-effective energy management.



Figure 13: Sustainable features for facilities

- 1 Assessing potential sites with environmental impact in mind
- 2 Optimizing energy performance through high-efficiency HVAC systems, lighting, refrigeration and improved insulation
- 3 Utilizing sustainable and locally sourced construction materials to minimize environmental impact
- 4 Implementing water conservation strategies including low-flow fixtures and rainwater harvesting systems
- 5 Enhancing indoor environmental quality with non-toxic materials and improving ventilation
- 6 Providing outdoor space allowing teammates to connect with nature
- 7 Conducting commissioning of building to ensure efficient performance
- 8 Promoting waste reduction and recycling during construction and operation
- 9 Integrating green spaces and landscaping to support local biodiversity
- 10 Installing electric vehicle charging stations

Waste Management and Recycling

Effective waste management is a critical component of sustainable business practices. It helps to conserve resources, reduce environmental impact and support a circular economy. AIT is committed to strengthening its waste management strategies by enhancing recycling programs both within its own operations and in collaboration with customers. Recycling plays a key role in this effort by diverting materials from landfills, lowering greenhouse gas emissions, and promoting responsible material use. By implementing recycling efforts, the company aims to minimize waste, maximize resource efficiency, and contribute to a more sustainable supply chain.

Recycling

Station-level initiatives are key to improving waste reduction efforts, with employee engagement and participation driving the success of AIT's recycling programs. The company is continuously improving to enhance waste diversion and promote sustainable practices across its operations.

Recycling in AIT-Chicago Warehouse

At the AIT-Chicago warehouse in Palatine, Ill., teammates are actively involved in enhancing recycling efforts through a



dedicated recycling section and station-level engagement initiatives to promote awareness and participation. The introduction of a cardboard baler has streamlined material processing, while the transition from plastic to plant-based utensils reflects the team's commitment to sustainability improvements. Informational signage throughout the facility reinforces best practices and encourages ongoing participation. These efforts have led to a significant increase in recycling, with an additional five tons of waste being diverted. Waste disposal volumes have decreased by more than 50%, resulting in substantial cost reduction.

Recycling with AIT Home Delivery



2024 has been a milestone year for sustainability and recycling initiatives at AIT Home Delivery stations in the U.S. A

comprehensive recycling program has been successfully implemented across all locations, ensuring the proper disposal and reuse of plastics, glass, corrugated cardboard and wooden pallets. New signage has been introduced to encourage participation and awareness. Additionally, a full e-waste recycling system has been established, with discarded technology collected at the Secaucus, N.J. facility and processed through vendor partners, ensuring environmentally responsible disposal.

At the Northampton, U.K. station, teammate-led recycling efforts diverted more than 300 tons of cardboard and 65 tons of plastic in 2024.

Looking ahead, AIT continues to seek innovative ways to expand its recycling efforts, such as evaluating new waste diversion opportunities and partnering with customers on close-loop recycling strategies. By prioritizing responsible waste management, the company reinforces its strategy in sustainable logistics while helping customers achieve their own environmental goals.

Case Study: Recycling Customer Coolers

Opportunity

One of AIT's customers was faced with the challenge of managing damaged or returned coolers. Without an established process, these broken units could potentially contribute to unnecessary waste and inefficiencies in the supply chain. This situation also risked hindering sustainability goals, as improperly handled coolers might end up in landfills instead of being recycled or repurposed.

Solution

To enhance sustainability efforts, AIT implemented a structured recycling and cross-docking process for the customer's damaged coolers. Upon arrival, broken or damaged units are transported to AIT's Phoenix location for logging and assessment. From there, the local team coordinates transportation to specialized recycling centers equipped for proper processing.

These facilities decommission the coolers by removing critical components, recycling metals, and minimizing landfill waste. Since the start of this initiative, AIT has facilitated the recycling of 678 coolers, representing 12 truckloads and counting. This program reinforces AIT's commitment to sustainable logistics and collaboration with customers for innovative waste reduction solutions.

Climate Change

Climate change represents a critical concern for logistics companies, necessitating immediate and innovative actions to mitigate its impact. As a key player in the transportation and logistics industry, AIT recognizes its role in addressing climate change through various sustainability initiatives. This includes investing in zero-emissions maritime solutions, sustainable aviation fuels, and enhancing operational efficiencies to reduce carbon footprints.

Climate Risk

Adaptation and mitigation strategies are necessary to address transition risks (changes required to become a lower-carbon business) and physical risks caused by climate

change (such as flooding and heatwaves). Physical risks from climate change should not be overlooked as they can lead to considerable future costs. Understanding these risks is important for assessing AIT's business resiliency. Consequently, the company has evaluated its real estate properties and identified potential risks. The sustainability team is working on developing more comprehensive risk management plans for U.S. offices in areas with an elevated likelihood of:

- 🌿 Earthquakes
- 🌿 Flooding
- 🌿 Strong winds, hail and hurricanes

Case Study: Water Transport Pipeline for Circular Water Usage

Opportunity

The consumption of drinking water in the Netherlands is increasing while climate change is simultaneously restricting its availability. Water is crucial for growth and economic development; however, the availability of adequate and high-quality water is under strain. Therefore, attention to the sustainable use of drinking water is essential to ensure a sufficient supply is available both now and in the future.

Solution

Lubbers Logistics Group, an AIT Worldwide Logistics company, collaborated with other regional partners in 2024 to develop a water transport pipeline to the industrial estate in Delfzijl. This project aims to secure the area's long-term water supply while promoting economic growth.

The water utilization is organized in a three-step plan, which is expected to lead to a fully circular water supply for industry in the region.

- 🌿 **Industrial water production:** Purifying surface water from a local channel and transporting it to companies by 2025
- 🌿 **Circular water usage:** Purifying wastewater and reusing it for industrial purposes
- 🌿 **Large-scale water reuse:** Reducing the demand for freshwater significantly

This initiative addresses current water issues and supports the economic development of the region by enabling new sustainable industries.



Social

Teammate Diversity and Inclusion

At AIT, fostering a culture of diversity and inclusion is a priority. The company is dedicated to ensuring that every teammate feels welcomed, respected and empowered to contribute their unique skills and perspectives. A diverse workforce strengthens the organization, driving innovation and collaboration. Through intentional programs and ongoing training and development, AIT continues to build an environment where everyone can grow and succeed together.

Company leaders prioritize diversity because they understand that a multitude of perspectives fuels innovation, fosters creativity and enhances problem solving. Embracing diversity isn't just about fairness; it's about cultivating a rich tapestry of ideas that propels the organization forward in an evolving global landscape.

Core Values

The company's core values drive everything teammates do and are translated into more than 15 different languages for a more inclusive understanding of what makes AIT an amazing place to work.



High performance

We push ourselves to get out of our comfort zone and embrace change to learn, grow and get better. We take calculated risks to continuously improve a process, ourselves or a workflow. We aren't afraid to fail fast to get better and overcome obstacles. We focus on being our best every day.



Earn our customers' trust

We focus on delivering a quality customer experience through proactive communication. We act as trusted advisors by providing solutions and options to meet our customers' needs. We work to create strong relationships with one another and drive personal accountability in all we do.



Value our teammates

We believe in treating others how we want to be treated. We work together as a team across AIT to support one another. We take the time to listen to understand one another, have compassion, and show empathy while building an inclusive workplace. We empower one another to learn and grow. We give positive recognition to our fellow teammates.



Engage in our communities

We show we care by giving our time and talents to the communities where we live and work. We encourage our teammates to support a cause or mission that connects with them personally. We are committed to working locally to improve the social and environmental well-being of our communities.



Apply our ethics

We have a moral obligation to protect our customers' cargo through the global supply chain. We expect all teammates to do the right thing and if we see something, we say something.

Teammate Diversity and Inclusion

The More You Know Campaign

In 2024, AIT's human resources team launched The More You Know to provide insights and guidance on working in a global organization. This campaign was created in response to feedback from teammates across the globe, emphasizing the opportunity to better support one another, improve interactions and enhance communication. The theme in 2024 was "We Before Me", focusing on the global teammate population to offer tips on communicating across all cultures. With weekly "nudge" emails, the campaign garnered a 92% positive rating across the organization.

Certified Diversity and Inclusion Recruiter (CDR)

As part of a commitment to continual improvement, all AIT recruiters become AIRS Certified Diversity and Inclusion Recruiters, learning strategies to create and advance diversity, inclusion, equity and belonging recruitment processes. The certification teaches recruiters to initiate and implement a plan for building diverse candidate pools across industries and experience levels, while mitigating the impact of unconscious bias.

Embracing diversity as a teammate isn't just about fostering a fair and inclusive workplace; it's an investment in personal and professional growth. Diverse teams

cultivate an environment where unique perspectives thrive, leading to richer collaboration, enhanced creativity, and a more rewarding work experience for everyone.

Women in Business Resource Group (WBRG)

The WBRG fosters a supportive environment that celebrates women's contributions, promotes professional and personal growth, and empowers all teammates – regardless of gender. By addressing the gender gap in freight forwarding, AIT drives meaningful change through targeted programs and community building. In 2024, the WBRG implemented the following initiatives:

- 🌱 Two training sessions – The Art of Self-Advocating and Confidence
- 🌱 Two debrief sessions – Reinforcing key takeaways
- 🌱 One panel discussion – Featuring AIT teammates
- 🌱 Two global networking events – Strengthening cross-regional connections
- 🌱 Monthly resource posts – Books, podcasts, TED Talks and more

This initiative is a key part of the company's diversity and inclusion strategy, helping teammates build confidence, expand networks, and pursue leadership opportunities.



Labor Practices

AIT is committed to recognizing, respecting and promoting human rights in all locations where the company conducts business. The organization values its teammates as essential to achieving business success. By encouraging open dialogue and ensuring every teammate has a voice, the company enhances its strength and success. AIT pledges adherence to all pertinent human rights, labor laws and regulations. As part of this commitment, the company respects the freedom of association and the right to collective bargaining in accordance with applicable laws in each jurisdiction where it operates. AIT supports the eradication of all forms of forced or compulsory labor, the abolition of child labor, and the elimination of all forms of unlawful discrimination. Ensuring a safe working environment for all teammates is paramount, and AIT endeavors to comply with all relevant occupational health and safety laws.

AIT has established a comprehensive Supplier Code of Conduct that is in strict alignment with the company's labor practice guidelines. This code fosters an ethical supply chain by ensuring that all suppliers recognize and respect fundamental human rights as well



as labor laws and regulations. By adhering to these principles, AIT and its suppliers collectively promote a fair and safe working environment worldwide.

An excerpt of the policies that are practiced at AIT:

- ✔ Human rights policy
- ✔ Anti-harassment policy
- ✔ Combating trafficking in persons and forced labor
- ✔ Drug and alcohol-free workplace
- ✔ Health and safety at work

Training and Education

To support the sustainable development of the company, AIT provides extensive training opportunities across all three aspects of sustainability – environmental, social and governance. Most of the training content is accessible via an online platform so that team members can learn any time and at their own pace.

High-Performance Training

AIT aims to maintain a high-performance culture by providing teammates with resources to perform well in the industry. In 2024, the company's high-performance training experienced significant growth and engagement across the global network. This program, part of a three-year initiative, aligns with AIT's core values by offering techniques to maintain a high-performance mindset. AIT continues to expand access and support the global team in striving for excellence.

Foundational Training

Foundational training is provided for newly hired operations teammates regardless of their experience level to ensure a successful career at AIT. The program relieves operational teams from the burden of training, while ensuring a consistent experience for new hires. After two weeks, new teammates will be ready to work independently, with minimal support.

Leadership Training

AIT's human resources team continues to advance leadership development training globally. In 2024, 95 leaders in the U.S. participated in a new manager training program. European leaders participated in a 60-day training course to further develop their leadership skills.

Dedicated Environmental Sustainability Training

AIT is creating a comprehensive environmental training program. Last year, two sales courses on sustainable aviation fuel and sustainable marine fuel were developed and conducted by air and ocean carriers. These courses provide valuable content for customer discussions. Additional training is offered on emissions calculation, sustainable initiatives and environmental management systems. In 2025, the program will expand with mandatory content for all teammates.

2024 emissions calculation training totals:

218
SESSIONS
COMPLETED

4,046
TRAINING
MINUTES



ASIA

FOUR SESSIONS

100% LEADER ENROLLMENT

95% CONTRIBUTOR ENROLLMENT

EUROPE AND THE MIDDLE EAST

FOUR SESSIONS

78% LEADER ENROLLMENT

38% CONTRIBUTOR ENROLLMENT

NORTH AMERICA

12 SESSIONS

100% LEADER ENROLLMENT

90% CONTRIBUTOR ENROLLMENT

92.8%

ONBOARDING COMPLETION RATE

319

TEAMMATES TRAINED IN EUROPE, THE MIDDLE EAST AND NORTH AMERICA

95%

POSITIVE RATING FROM PARTICIPANTS

168

ACQUIRED TEAMMATES TRAINED

93.2%

POSITIVE RATING FROM PARTICIPANTS

60

CUSTOM TRAININGS FACILITATED

TOTAL: 695,615

TRAINING MINUTES

Figure 14: Program participation and foundational training data

Employee Health and Safety

In 2024, AIT introduced a new, updated occupational health and safety (OHS) program for the United States, designed to cascade across all business units via a comprehensive variety of safety topics.

This safety initiative goes beyond desk ergonomics and warehouse standards – it's about fulfilling the company's obligation to provide the safest work environment possible by equipping teammates with processes, resources and technology. The updated OHS program will also benefit customers who are requiring AIT to provide safety information when responding to bids for their business.

To enhance the company's safety management system, several key improvements have been introduced to bolster health and safety standards across all locations.

- A comprehensive **occupational health and safety policy** has been developed to provide clear guidelines and standards for maintaining a safe work environment.
- A **designated safety leader** is now assigned at each company location to ensure consistent application for safety protocols and compliance. In addition, the site safety leaders are the point of contact for any safety-related concerns and compliance matters.



- Each company location now has an **active safety committee** responsible for overseeing safety practices, identifying potential hazards and recommending improvements.
- A **monthly safety topic** is sent to each site to keep teammates informed and engaged with the latest safety practices and initiatives.
- **Post-accident training sessions** have been implemented to improve operator safety awareness and prevent future incidents by addressing the root causes of accidents.

- The **forklift program** has been improved by adding at least one forklift trainer per location, ensuring that all operators receive thorough and consistent training.

- The **incident reporting process** has undergone significant upgrades with the introduction of new fillable PDF forms for various types of incidents. These enhancements aim to streamline reporting procedures while ensuring accurate and timely documentation of incidents.

Standardized forms ensure that all relevant information is captured consistently, facilitating more accurate incident analysis and follow-up actions.

Short- to intermediate-term goals for the OHS program include achieving ISO 45001 certification at AIT locations across the United States, as well as broadening the scope of the program to include regions beyond the Americas.

Safety Metrics

Six key performance indicators are monitored to evaluate effectiveness, identify gaps and provide guidance on specific initiatives for AIT's safety program.

- **Near misses**
An unplanned event that did not result in injury, illness or damage, but had the potential to do so.

- **Med only**
Incidents requiring medical attention such as first aid, medication or minor procedures, but the affected teammate is able to return to their regular duties immediately or shortly after receiving treatment.

- **Recordable**
A work-related injury or illness that results in death, loss of consciousness, days away from work, restricted work activity, job transfer, or medical treatment beyond first aid.

- **Lost time**
A work-related injury or illness that results in a teammate being unable to perform their regular job duties and missing work beyond the day of the incident.

- **Forklift**
Reporting power industrial truck accidents provides visibility concerning the number of accidents that have occurred. Investigations determine root cause and corrective actions are implemented to prevent future incidents.

- **Property damage**
Reporting property damage communicates the number of occurrences and total amount of claims.

Employment and Talent Attraction

AIT aims to create and build a dynamic team where innovation thrives and talents are celebrated. Rather than just hiring teammates, the company is building a community of passionate individuals who are committed to shaping the future together.

Early Career Development Programs

US summer internship

The internship program provides college students with an honest glimpse into what it's like to work at AIT, offering a range of career opportunities to consider. Over the course of nine weeks, interns rotate through various operational teams at the company, receiving both formal instruction and hands-on training. At the end of the program, all interns get a chance to come together for a corporate or regional office visit, where they can network, participate in round table discussions with the leadership team, and engage in other professional development activities.

Internships in Asia, Europe and Mexico helped provide valuable experience for new hires in the freight forwarding industry.

AIT launch program for young professionals

The company welcomes high-performing interns with a full-time employment opportunity after graduation. Like the

intern program, participants rotate through operational teams, but now they have additional time to become fully immersed in the business.

Participants receive comprehensive training, including both formal and on-the-job instruction. They also have the chance to take ownership of tasks and grow as professionals. After spending the first year at a home station, participants embark on four three-month rotations to other AIT stations around the world. This is an incredible opportunity to gain valuable experience working with diverse cultures, business accounts and management styles.

After the two-year program is finished, every participant will have the opportunity to engage in a thoughtful discussion with a corporate sponsor about career interests and goals. Based on the outcome of that discussion, a full-time position will be offered to the participant. In some cases, relocation will be encouraged.

Program goals

- 🌱 Provide a fast-track opportunity for new graduates to become fully immersed in AIT operations
- 🌱 Assist participants in identifying a fulfilling career path at AIT
- 🌱 Develop a talent pool for future leadership succession

Recruitment

The company adheres to the following recruiting process:

1. Candidate applies via the standard AIT application based on the role requirements
2. Candidate receives invitation for phone screen and schedules based on their availability OR candidate receives a disposition notice
3. Candidate schedules their phone screen at a time available to them from global applicant tracking platform
4. Candidate participates in a phone or Zoom interview with a recruiter or HR business partner
5. If candidate advances based on requirements, they may receive an in-person or Zoom interview with the hiring manager and additional individuals they will be interacting with daily
6. The hiring manager partners with their HR team to ensure a fair and equitable employment offer is made following all applicable labor laws and internal compensation structures. An employment offer is provided with conditional requirements for verification of clear background and drug screen, per applicable country law.

Teammate Achievement

It is critical to celebrate and recognize AIT teammates' achievements. Recognition is accomplished in many ways including: new hires completing a Get to Know You form which establishes a positive working partnership with their teammates, email notes in the teammate's preferred language, and impression badges through the human resources information system.

724 new hires

5.6 YEARS
average tenure

84.3% retention rate

15.7% total turnover

Recognition program

More than **13,900** impression badges were awarded, with **949** unique or new recognizers on the recognition platform.

Teammate service milestones Anniversaries

692 1-year

424 3-year

122 5-year

57 10-year

15 15-year

13 20-year

13 25-year

Four 30-year

Two 35-year

Four teammates celebrated 42, 43 and 44 years of service

Community Engagement

Giving back by actively engaging in our communities is a core value at AIT. The goal of the AIT Cares program is to help others in need by improving the quality of life in the communities where teammates live and work. The company provides five paid volunteer hours to each teammate every year. In 2024, teammates reported contributing 7,400 hours back to the community.

2024 also marks an important milestone for the company's volunteer efforts. The AIT Cares platform, powered by Benevity, offers meaningful volunteer opportunities with nonprofit organizations in local communities. In addition to simplifying volunteer hour tracking and enabling teammate donations to nonprofit organizations of choice, the platform also helps team members across the global network to find exciting projects and make their commitment visible.

AIT's financial giving in 2024 was divided amongst three pillars:

28% to the fight against cancer

26% to helping children reach their potential

46% to ensuring equity and empowerment of underrepresented groups

Value Chain Conditions

In 2024, cargo theft incidents continued to affect supply chains globally. Accordingly, AIT persists with ongoing efforts to enhance vetting techniques while integrating new technological tools that mitigate the risk of fraud and theft more effectively. Ensuring a safe and secure supply chain remains AIT's highest priority. Given the company's non-asset-based business model, it is critical to collaborate with reliable providers that both share AIT's values and deliver exceptional service.

In 2023, AIT implemented a third-party risk management platform for supplier vetting and ongoing oversight of its global vendor network. This platform enhances efficiency and transparency in managing service providers, thereby reducing risk through improved reporting and dashboard features. The company plans to launch the platform for to the Asia-Pacific region in 2025, expanding efforts to enhance transparency and reduce risks across the global vendor network. Alongside the deployment of the third-party

risk management platform, AIT introduced a standardized formal process for contracting, vetting and managing third-party service providers across Europe. This includes an updated code of conduct and supplier questionnaire available in local languages. The standardization leverages best practices to minimize risks associated with service providers, optimize the vendor selection process through increased efficiencies and synergies, and ensure compliance with regulatory requirements for both AIT and its customers across all European locations.

AIT's Supplier Code of Conduct outlines expectations regarding wages and working hours, freedom of association, provision of a safe work environment, protection of identity, and the use of private or public security forces.



Governance

Business Resiliency and Continuity

Business resiliency and continuity are essential for ensuring that a company can respond to changes, adapt to disruptions, maintain essential functions, and recover quickly from operational setbacks during unforeseen events or crises. AIT is committed to identifying and managing risks associated with social, environmental, public health and economic challenges in business model planning.

Recent developments impacting the global logistics and supply chain industry have posed significant unforeseen challenges to companies, jeopardizing their ability to conduct business and provide services to clients. Mitigating risks from events such as cyberattacks and natural disasters is crucial for companies to be dependable, low-risk partners that deliver uninterrupted service to clients.

Business Continuity Plan

A formal business continuity plan was drafted and posted with inputs from the global business systems, operations and risk management teams, ensuring a comprehensive process is in place to maintain business operations and keep clients’ supply chains uninterrupted.

AIT’s business continuity plan outlines procedures for recovering and restoring interrupted critical functions. Preventive measures will be implemented globally to achieve the following objectives:

- Ensuring the safety of all teammates during emergencies, disaster declarations and recovery processes
- Minimizing the impact of interruptions
- Recovering from interruptions as quickly as possible
- Reducing confusion and misinformation with clearly defined command and control structures

Business Ethics and Compliance

Business ethics and compliance includes managing risks and opportunities related to ethical considerations, legal behavior and compliance practices. It also involves implementing controls and processes to ensure adherence to regulations and standards. Finally, it includes the company’s regulatory compliance strategy and its interaction with regulators to maintain proper governance.

Key performance indicators

- 100% compliance with sanctions and embargo laws, rules and regulations
- Over 90% compliance with completing antitrust, anti-boycott and anti-bribery training

Sustainable Investments and Growth

Sustainable investments and growth involve expanding entrepreneurial influence while maintaining responsible and sustainable corporate development. This concept encompasses mergers and acquisitions being executed in an ethical and transparent manner, aiming to create value for all stakeholders while incorporating sustainability criteria into significant investment decisions.

AIT has established an enterprise-wide due diligence request list for evaluating the sustainability and ethical integrity of company investments. Key areas of focus include the evaluation of fleet, environmental management, commitments, facility sustainability and governance. Selection criteria for carriers and partners based on sustainability ensure alignment with AIT’s values. Identifying new business opportunities related to sustainability fosters innovation and long-term growth, ensuring AIT’s investments are ethical and aligned with corporate values.

Operational Excellence

AIT has developed and implemented a Quality Management System (QMS) to improve overall performance and provide a sound basis for sustainable development initiatives. The goals of the QMS include:

- Consistently providing products and services that meet customer requirements as well as applicable statutory and regulatory standards while facilitating opportunities to enhance customer satisfaction
- Addressing risks and opportunities associated with context and objectives
- Demonstrating conformity to specified QMS requirements

AIT is committed to complying with all applicable requirements and uses its quality system to maximize customer satisfaction with freight forwarding and ensure continual improvement in business processes.

International Organization for Standardization (ISO)

ISO certifications, widely recognized around the world, demonstrate AIT’s commitment to maintaining the highest standards in quality management (ISO 9001:2015) and environmental management (ISO 14001:2015).



In 2024, the scope of ISO 9001 and ISO 14001 certifications was expanded in multiple regions.

- Asian locations were certified with ISO 9001 and 14001, contributing to operational standardization
- In Europe, Germany, Italy (Milan) and the Netherlands (Amsterdam) were the primary focus; also, AIT-Düsseldorf received ISO 9001/14001 certifications.

AIT offices in the following countries are ISO 9001:2015 and ISO 14001:2015 certified:³

Belgium	Malaysia
China	Netherlands
Czech Republic	Singapore
France	Switzerland ⁴
Germany	Taiwan
Italy	United Kingdom ⁵
Korea	Vietnam

³ This information only refers to AIT locations; yet-to-be-integrated European offices from recently acquired companies are not included
⁴ Compass Cargo in Muttentz, an AIT-owned NVOCC and life sciences 4PL, was included in the scope of ISO 9001/14001 certifications and separately GDP certified, based on the AIT Quality Management System (QMS)
⁵ Exeter, London, Manchester only

Good Distribution Practice (GDP)

AIT’s Life Sciences control tower maintains GDP certification because in pharmaceutical and healthcare supply chains, lives are often on the line. This credential affirms the dedication to security and quality across the board by requiring pharmaceutical product handlers to meet stringent World Health Organization standards. While GDP certification is not a global requirement, EU pharmaceutical companies and their logistics partners must comply with GDP regulations.

As a premium life sciences logistics provider, AIT invests in consistent quality management systems throughout the entire supply chain. AIT’s Life Sciences Division is globally transitioning to a new, second management system platform for all pharma activities (DOT compliance). The transition is gradual and managed under change control procedures.

Non-Conformance Reporting and Corrective and Preventive Action (NCR-CAPA)

AIT’s NCR-CAPA policy is designed to drive improvements and changes by correcting failures, non-conformities and/or other performance-hindering defects through an investigative and preventive approach.

Corrective actions are implemented in response to customer complaints, unacceptable levels of service non-conformance, issues identified during an internal audit, or adverse or unstable trends in process monitoring. Preventive actions are implemented in response to the identification of potential sources of non-conformity.

Outlook
The company’s quality management system will continue to grow and evolve in 2025. The newly opened AIT-Dublin office is scheduled to be certified for ISO 9001/14001 and GDP. All former Lubbers Global Freight locations will be included under AIT’s ISO 9001/14001 European matrix umbrella. Additionally, various internal audits will be conducted to complete the first certification cycle by the end of the year.

Quality Management System Index (QSI)

The QSI is AIT’s initiative to compile and measure feedback based upon the customer experience while identifying continuous improvement opportunities. As part of the QSI, a net promoter score is collected, reflecting customers’ satisfaction with AIT’s services. A heat map shows service areas where customers were satisfied and where there is room for improvement.

Operational Excellence

Case Study: Secure, Traceable, Sustainable Road Transport

Opportunity

A global telecommunications leader faced an overwhelming \$137 million annual loss due to device theft in its supply chain, with a small-parcel carrier’s sorting centers identified as a significant vulnerability.

As the theft issues escalated – particularly in the U.S. Southwest – the company sought a solution to protect its valuable device shipments, including phones, tablets and wearables.

Solution

AIT’s technology supply chain experts developed a comprehensive strategy to combat the losses, including collaboration with a partner that specializes in secure, reusable crates.

In addition to being more sustainable than traditional wooden crates, these built-to-last plastic alternatives incorporate advanced security features, including GPS tracking, high-quality locks and real-time status monitoring to automatically detect light exposure, tilting or impact.

The AIT team coordinated a combination of nightly hot-shot final mile deliveries from the client’s distribution center to nearby stores – carrying as many as 500-600 cartons of devices each. For retail outlets further afield, less-than-truckload service was used to make deliveries via “milk run” routes.



Throughout this pilot program, which took place over the course of five months, AIT delivered more than 13,000 cartons across the region without a single theft. The project’s initial success is paving the way for scaled-up implementation across the U.S. Southeast and beyond, with the potential to save the client additional millions annually.

Achievements include:

- ✔ Sustainability through reusable crates, reducing reliance on traditional wooden packaging
- ✔ Seamless integration of operational and IT systems, enabling real-time accountability and auditing
- ✔ Expansion discussions with other industry leaders, showcasing the scalability of AIT’s solution for diverse commodities

As the pilot program grows to include additional regions, up to 8,000 cartons are expected to be processed weekly.

Case Study: End-of-Life Recycling for Wind Turbine Blades

Opportunity

Wind turbine blades generate energy all over the world but pose an environmental dilemma at the end of their lifecycle since they are primarily made from composite materials.

Solution

Typically, wind turbine blades are disposed of by dumping or burying them in mines, causing environmental and logistical challenges for municipalities. At Eemshaven, a seaport in Groningen, Netherlands, several parties have joined together in an alliance (Decom North) to establish a closed supply chain for the dismantling and recycling of wind turbine blades.

Lubbers Logistics Group, an AIT Worldwide Logistics company, is a key member of the Decom North consortium to address the question of how to best dismantle and recycle wind turbine blades. Various companies, educational institutions and organizations are collaborating to provide an effective solution, with the Lubbers team utilizing their extensive tractor and trailer fleet to transport wind turbine components and salvaged materials between onshore wind farms, Eemshaven and recycling facilities. The affiliated companies form a comprehensive value chain, from dismantling to new product creation. Obsolete wind turbines are dismantled, then blades are transported to nearby recycling plants, where they are processed into granules. These granules then serve as raw material for new products such as bank revetments, molds, bridges, crane mats and other applications.



Within a few years, hundreds of wind turbines at sea to the north of Eemshaven will be part of an integrated recycling system. A pilot plant near the terminal will operate at full capacity. The raw materials produced from this initiative will reduce demand for natural materials such as lumber, benefiting both the environment and the climate.

Before dismantling onshore wind turbines, the risks of damage to the soil and groundwater are mapped out in advance. Organizational and technical measures are defined and compliance with these measures is checked during decommissioning. This includes handling hazardous substances and checking vehicles such as trucks, cranes and other machines for lubricant and fuel leaks.

The dismantling activities take place at Beatrixhaven and Julianahaven, ports that are part of the larger Eemshaven seaport, featuring paved terminals suitable for temporary storage and handling of heavy objects. Heavy harbor cranes, reach stackers, self-propelled modular transporters and forklifts are used to lift and move the blades, nacelles, tower sections and foundations. Specific areas have been designated for the dismantling work where the processing takes place in a safe manner. After initial processing, materials are taken directly to area recycling companies.

Cybersecurity

AIT's information security management group (ISMG) comprises key executives from various areas of the business. The information security officer leads monthly ISMG meetings to discuss emerging threats and risks facing the company.

A core aspect of AIT's security program is a risk register: measuring known risks to the company's mission, objectives and obligations while considering the likelihood of those risks occurring. The ISMG shares the overall risk score with AIT's board of directors quarterly, showing consistent improvements. Teammates are required to complete annual information security training on topics such as phishing, insider threats, ransomware, social engineering and malware. The company conducts quarterly phishing email tests to assess individuals' ability to identify malicious links and attachments. Security awareness training is also included in the new hire onboarding process.

Each October, AIT promotes Cybersecurity Awareness Month with weekly emails covering topics related to protecting company and personal data. As new threats emerge, the information technology group periodically sends emails about changes in the security landscape. Data security posters displayed in offices reinforce these topics. Additionally, AIT collaborates with a third-party security group to stay informed on the latest security news and bulletins, ensuring the organization follows best security practices. The third-



party security group acts as an extension of AIT's security team and the two groups meet weekly to discuss continuous improvements to the company's overall security program.

As AIT continues to grow, it is essential to monitor IT risks consistently, evaluating any new threats that recently acquired entities may pose to the parent organization's ability to serve its customers effectively. AIT's stringent onboarding process for acquisitions ensures that any technology integrated into the network meets the organization's security standards and that no residual threats remain within the acquired company's infrastructure.



FACTBOOK AND DATA

ENVIRONMENTAL METRICS ¹	UNIT	GLOBAL	EUROPE	ASIA PACIFIC	INDIA AND MIDDLE EAST	NORTH AMERICA
Facilities worldwide	count	170	-	-	-	-
Revenue	\$	2.598B	-	-	-	-
Emissions						
Scope 1 ² (CO ₂ e)	tCO ₂ e	21,065.54	13,518.95	263.64	59.67	7,223.29
Scope 2 ³ (CO ₂ e)	tCO ₂ e	12,982.62	4,602.53	283.96	187.99	7,908.15
Scope 3 ⁴ (CO ₂ e)	tCO ₂ e	1,193,972	-	-	-	-
Air transport	%	75	-	-	-	-
Ocean transport	%	10	-	-	-	-
Road transport	%	15	-	-	-	-
Intensity ⁵						
CO ₂ e per headcount	tCO ₂ e	8.3	-	-	-	-
CO ₂ e per ft	tCO ₂ e	0.006	-	-	-	-
Energy consumption						
Electricity consumption	kWh	26,633,169	-	-	-	-
Location based	kWh	21,487,805				
Market based	kWh	5,119,419				
District heating	kWh	21,053,624	-	-	-	-
Renewable mix	kWh	4,309,338				
Natural gas	kWh	16,744,286				
Fuel consumption (vehicles)	kWh	83,073,271.32	-	-	-	-

¹ The report covers the following entities: AIT Home Delivery UK Ltd., AIT Truckload Solutions, Inc., AIT TW Worldwide Logistics, Ltd., AIT Worldwide Logistics (Canada), Inc., AIT Worldwide Logistics (M) SDN. BHD., AIT Worldwide Logistics (Shanghai) Ltd., AIT Worldwide Logistics (UK) Limited, AIT Worldwide Logistics B.V., AIT Worldwide Logistics Belgium N.V., AIT Worldwide Logistics Czech Republic s.r.o, AIT Worldwide Logistics FZCO, AIT Worldwide Logistics Germany GmbH, AIT Worldwide Logistics India Private Ltd., AIT Worldwide Logistics Italy Srl., AIT Worldwide Logistics Korea, LLC, AIT Worldwide Logistics S de RL de CV, AIT Worldwide Logistics SARL, AIT Worldwide Logistics Singapore Pte. Ltd., AIT Worldwide Logistics Switzerland AG, AIT Worldwide Logistics Transport Limited Sti., AIT Worldwide Logistics Vietnam Company Ltd., AIT Worldwide Logistics, Inc., AIT Worldwide Logistics, Limited, AIT Worlwide Logistics Germany GmbH, Best Global Logistics B.V., Best Global Logistics Norway AS, Best Global Logistics UAE B.V., Lubbers Denmark ApS, Lubbers Germany GmbH, Lubbers Italy Srl., Lubbers Norway AS, Lubbers Projects & Services B.V., Lubbers Romania SRL, Lubbers Transport Group B.V., Lubbers UK Ltd., Marine Trans USA LLC, Marinetrans AS, Marinetrans Germany GMBH, Marinetrans Greece I.K.E., Priano Marchelli SpA, PT AIT Worldwide Logistics, Ship Spare Logistics B.V., ShipSpare Forwarder Marinetrans Pvt. Ltd.

² Types of energy included: company vehicles, equipment gas leakage, heating and facility fuel use

³ Types of energy included: electricity consumption, purchased heat, steam and cooling

⁴ Emission categories: 3.1, 3.3, 3.6, 3.7, 3.9

⁵ Based on global Scope 1 and 2 emissions

SOCIAL METRICS 2024 ⁶	UNIT	GLOBAL	EUROPE	ASIA-PACIFIC	INDIA AND MIDDLE EAST	NORTH AMERICA
Leadership						
Women	%	30.9	20	56.3	16.7	33
Men	%	69.1	80	43.7	82.3	67
Total promotions	headcount	160	-	-	-	-
Women	%	42.5	25	67	-	44.7
Men	%	57.5	-	-	-	-
Total workforce diversity						
Women	%	40.1	30.4	64.2	24.1	43.4
Men	%	59.9	69.6	35.8	75.9	56.6
New hires	headcount	724	-	-	-	-
Average tenure	year	5.6	-	-	-	-
Retention rate	%	84.3	-	-	-	-

HEALTH AND SAFETY METRICS 2024 ⁷	COUNT OF INCIDENTS
KPI	
Near misses	14
Med only	9
Recordable	15
Lost time	10
Forklift	8
Property damage	14

TRAINING METRICS 2024 ⁸	UNIT	GLOBAL	EUROPE	ASIA-PACIFIC	INDIA AND MIDDLE EAST	NORTH AMERICA
Total training metrics	Hours	9,549	1,115	468	26	7,939
	Headcount	2,633	434	228	19	1,804
	Average hours per head	3.63	2.57	2.05	1.37	4.40
Global compliance training ⁹	Hours	4,508	591.83	159.6	12.65	3,744.53
Health and safety	Hours	697	56.25	22.82	-	618
Driver training	Hours	545	-	-	-	545

⁶ The social metrics do not consider the employees of Lubbers and Global Transport Solutions, the entities acquired by the parent company in 2024. This data will be collected for the next report cycle. The Social Metrics reflect the status at the end of the reporting period.

⁷ This data only applies to locations in the U.S.

⁸ This data does not take into account the locations that joined the company as a result of being acquired in 2024. This data only refers to completed online training and employees with an “Active” status.

⁹ Including anti-bribery, anti-trust and international trade compliance.

GRI CONTENT INDEX

Statement of use	AIT Worldwide Logistics, Inc. has reported the information cited in this GRI content index for the period of Jan. 1, 2024, to Dec. 31, 2024, with reference to the GRI standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	Not applicable

DISCLOSURES	COMMENT	PAGE REFERENCE
GRI 2: General Disclosures 2021		
2-1 Organizational details	Global headquarters: AIT Worldwide Logistics, Inc. 2 Pierce Place, Suite 2100 Itasca, IL 60143 USA	
2-2 Entities included in the organization's sustainability reporting		Page 68
2-3 Reporting period, frequency and contact point	Reporting Period: Jan. 1, 2024 – Dec. 31, 2024 Frequency: Yearly Contact point: sustainability@aitworldwide.com	
2-4 Restatements of information	Any changes in business due to mergers and acquisitions have been described in the report.	
2-5 External assurance	This sustainability report will not undergo any external assurance this year. This is planned for the coming years.	
2-6 Activities, value chain and other business relationships	Logistics company; Global Freight Forwarding + Additional Services	Value Chain, Page 16
2-7 Employees		Factbook and Data, Page 68
2-9 Governance structure and composition		Governance Structure, Page 27
2-12 Role of the highest governance body in overseeing the management of impacts		Governance Structure, Page 27; Double Materiality Assessment, Page 18
2-14 Role of the highest governance body in sustainability reporting		Governance Structure, Page 27; Double Materiality Assessment, Page 18

DISCLOSURES	COMMENT	PAGE REFERENCE
2-22 Statement on sustainable development strategy		Welcome Message, Page 5; Holistic Strategy, Page 28
2-23 Policy commitments		Labor Practices, Page 51; Business Ethics, Page 61
2-24 Embedding policy commitments		Labor Practices, Page 51; Business Ethics, Page 61
2-27 Compliance with laws and regulations		Business Ethics, Page 61
2-28 Membership associations		Initiatives and Partnerships, Page 24
2-29 Approach to stakeholder engagement		Stakeholder Engagement, Page 22

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	COMMENT	PAGE REFERENCE
GRI 3: Material Topics 2021	3-1 Process to determine material topics		Double Materiality Assessment, Page 19
	3-2 List of material topics	No changes to previous period	Double Materiality Assessment, Page 20
	3-3 Management of material topics		Double Materiality Assessment, Page 23; Holistic Strategy, Page 28; Core Values, Page 47
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed		AIT's Business, Page 10
	201-2 Financial implications and other risks and opportunities due to climate change		Double Materiality Assessment, Page 21; Climate Change, Page 44
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		Business Ethics and Compliance, Page 61; Value Chain Conditions, Page 59
GRI 302: Energy 2016	302-1 Energy consumption within the organization		Greenhouse Gas Emissions, Page 33; Factbook and Data, Page 68

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	COMMENT	PAGE REFERENCE
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization		Greenhouse Gas Emissions, Page 33; Factbook and Data, Page 68
	302-3 Energy intensity		Greenhouse Gas Emissions, Page 33; Factbook and Data, Page 68
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Factor sources: DEFRA (2024) ADEME (2015) AIB (2023) ADEME (2017, 2021) IEA (2022) GHG Protocol (2015) GEMIS 5.0 Datenbank (2021) Swedenergy (2022)	Greenhouse Gas Emissions, Page 33; Factbook and Data, Page 68
	305-2 Energy indirect (Scope 2) GHG emissions	Factor sources: see 305-1	Greenhouse Gas Emissions, Page 33; Factbook and Data, Page 68
	305-3 Other indirect (Scope 3) GHG emissions	Factor sources: DEFRA (2018, 2021, 2024) GHG Protocol (2014, 2021) EXIOBASE (2019) EU OSR (2021) ADEME (2015, 2017, 2021, 2022) IEA (2021, 2022) World Bank (2014) Swedenergy (2022) Research study (2014)	Greenhouse Gas Emissions, Page 33; Factbook and Data, Page 68
	305-4 GHG emissions intensity		Greenhouse Gas Emissions, Page 32; Factbook and Data, Page 68
	401-1 New employee hires and employee turnover		Factbook and Data, Page 69

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	COMMENT	PAGE REFERENCE
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		Employee Health and Safety, Page 54
	403-2 Hazard identification, risk assessment, and incident investigation		Employee Health and Safety, Page 54; Non Conformance Reporting and Corrective and Preventive Action, Page 63
	403-3 Occupational health services		Employee Health and Safety, Page 54
	403-5 Worker training on occupational health and safety		Factbook and Data, Page 69
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		Factbook and Data, Page 69
	404-2 Programs for upgrading employee skills and transition assistance programs		Training and Education, Page 52; Employment and Talent Attraction, Page 56
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		Factbook and Data, Page 69
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		Business Ethics and Compliance, Page 61; Value Chain Conditions, Page 59; Labor Practices, Page 51
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Business Ethics and Compliance, Page 61; Value Chain Conditions, Page 59; Labor Practices, Page 51
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Community Engagement, Page 58
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints	N/A



TAKING ACTION TODAY TO DELIVER A **BETTER** TOMORROW.

AIT is building a livable future for our teammates, customers and communities, with a global focus on environmental, social and governance sustainability.

To learn more, scan the QR code or connect with the team at sustainability@aitworldwide.com.

