



FLOCK Freight

Annual Impact Report ↘



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Letter From the CEO

At Flock Freight, we chose a path that demands resilience and commitment to our mission to transform the freight industry by delivering Shared Truckload at scale. While the market tested us at every turn, we worked hard to prove that Shared Truckload (STL) delivers meaningful benefits: cost savings for shippers, higher earnings for carriers, and a lower carbon footprint. The last few years have been challenging for our entire industry. The longest freight recession in recorded history, combined with tariffs, cargo theft, and widespread economic uncertainty, put extraordinary pressure on shippers, carriers, and brokers. Like so many others, we felt the weight of these times and never took our wins for granted.

We've witnessed STL create real, lasting value that stands strong regardless of external challenges, and we are deeply grateful for the trust from our shippers and carriers that has allowed us to prove it.

In January 2025 we reached an important milestone, moving 100,000 Shared Truckloads. Staying true to our purpose, we also grew FlockDirect® by 19%. For shippers, we delivered over \$65 million in cost savings through pooling freight, while maintaining a 99.9% damage-free rate. For carriers, STL helped keep their trucks fuller and provided greater earning potential, especially when the market was uncertain.

By reducing empty miles and increasing efficiency, we also collectively avoided the equivalent of over 3.6 million gallons of diesel fuel consumption. This value is the product of collaboration, and we know it only happens when we listen closely, adapt to evolving needs, and work together with humility and perseverance.

With Shared Truckload at the heart of our business, we don't have to compromise between financial performance and environmental impact. More STL shipments entering our network leads to more efficient pooling, which lowers costs and cuts emissions. As a certified B Corporation, sustainability is on the agenda at every single board meeting. In 2024, we made a big step to ensure we are giving shippers the most accurate emissions data possible. We partnered with Smart Freight Centre (SFC) to certify our emissions methodology as compliant with GLEC and ISO14083, earning our designation in early 2025. With this, we are proud to be the first business to create an SFC-certified methodology for measuring STL emissions. This milestone directly improves the free quarterly emissions reports we provide to our shippers.

The future of freight is shared. We are immensely thankful for the trust you place in us and humbled by the collective grit of our team, customers, and carriers. Together, we will continue transforming this industry, unlocking value for shippers, carriers, and the planet.



Oren Zaslansky
Founder and CEO,
Flock Freight

Values

These values are evident through our work at Flock, and our Annual Impact Report is one way that we share that evidence with all of our stakeholders.

Grit

Flockers have grit. We exhibit tenacity through consistent and intentional effort every day. We challenge ourselves to do the uncomfortable thing over the long term, not the easy thing. We prioritize impact when the pressure is highest, supporting each other and showing up, especially when challenges are greatest. We are committed to achieving our goals, responding to adversity with resilience and sound judgment. We persist through setbacks, adapt when required, and continue forward with courage and purpose until the work is done.

One Flock

We work as one team toward Flock's mission and goals, prioritizing collective success over personal recognition or agendas. We recognize that when we move together, we are stronger together than we are alone. We are easy to work with, communicate openly and proactively, and collaborate across teams to achieve the best outcomes for the business. We take radical accountability for our work, feel supported to take calculated risks, embrace constructive conflict, and seek out ways to contribute to the long-term health and success of Flock Freight.

Mission Driven

Flock is changing the world and the freight industry with Shared Truckload - our unique approach to optimizing freight transportation resources at scale. Our mission is built for the long term: it is our north star, guiding every decision, every action, and every innovation. Being Mission Driven means every team member shares responsibility for creating a cleaner, more optimized supply chain, and every action realigns us with our purpose. We connect daily work to the bigger picture, embrace our unique identity, and hold ourselves accountable to innovate and improve the freight industry to create lasting value for customers, carriers, the planet, and Flock.

Operational Excellence

We are deliberate in what we choose to do and operate with intention. We maintain a clear grasp of our responsibilities, the outcomes we own, and how our work impacts our team, customers, and partners. We embrace continuous improvement by sharpening skills, expanding knowledge, and refining processes. Operational excellence thrives on simplicity, not complexity; we achieve high standards through smart, and decisive action. We act with transparency, use data to guide decisions, and prioritize the right work to advance Flock's mission. Excellence is not perfection; it is a commitment to intentionality, collaboration, and consistently doing the right things the right way, every day.

Build Trust

Our success depends on our ability to build trust with customers, carriers, and each other. We build trust with clear expectation setting and follow-through; doing what we say we will do, every time. Flockers take extreme ownership, upholding high standards of reliability. We communicate openly, surface risks early, and address mistakes quickly, fostering a culture where feedback is shared honestly and constructively. We recognize it is invaluable to be consistently reliable, rather than occasionally exceptional. By supporting personal growth, vulnerability, integrity, and diversity, we strengthen our team, and create a culture of shared purpose, dependability, and collective success.

Avoiding Emissions With FlockDirect[®], Our Shared Truckload Service

In 2025, our Shared Truckloads covered 73 million miles.

Over the course of these miles, Flock Freight prevented over 37,000 metric tons of emissions from entering the atmosphere by shipping freight with Shared Truckload instead of traditional modes.



The emissions avoidance we achieved is equivalent to...



Avoiding over
3.6 million gallons
of diesel fuel consumption.



The carbon sequestered by over
37,000 acres
of U.S. forests in one year.

Below, you'll find some real examples of Shared Truckloads Flock moved in 2025.

FlockDirect® Pool #1: 2 Pick, 3 Drop*



Route mileage: 2,575

Location requirements: Shipment B required a pickup and dropoff appointment.

- Savings:
- Company A saved 51% compared to TL
 - Company B saved 48% compared to TL
 - Company C saved 22% compared to TL

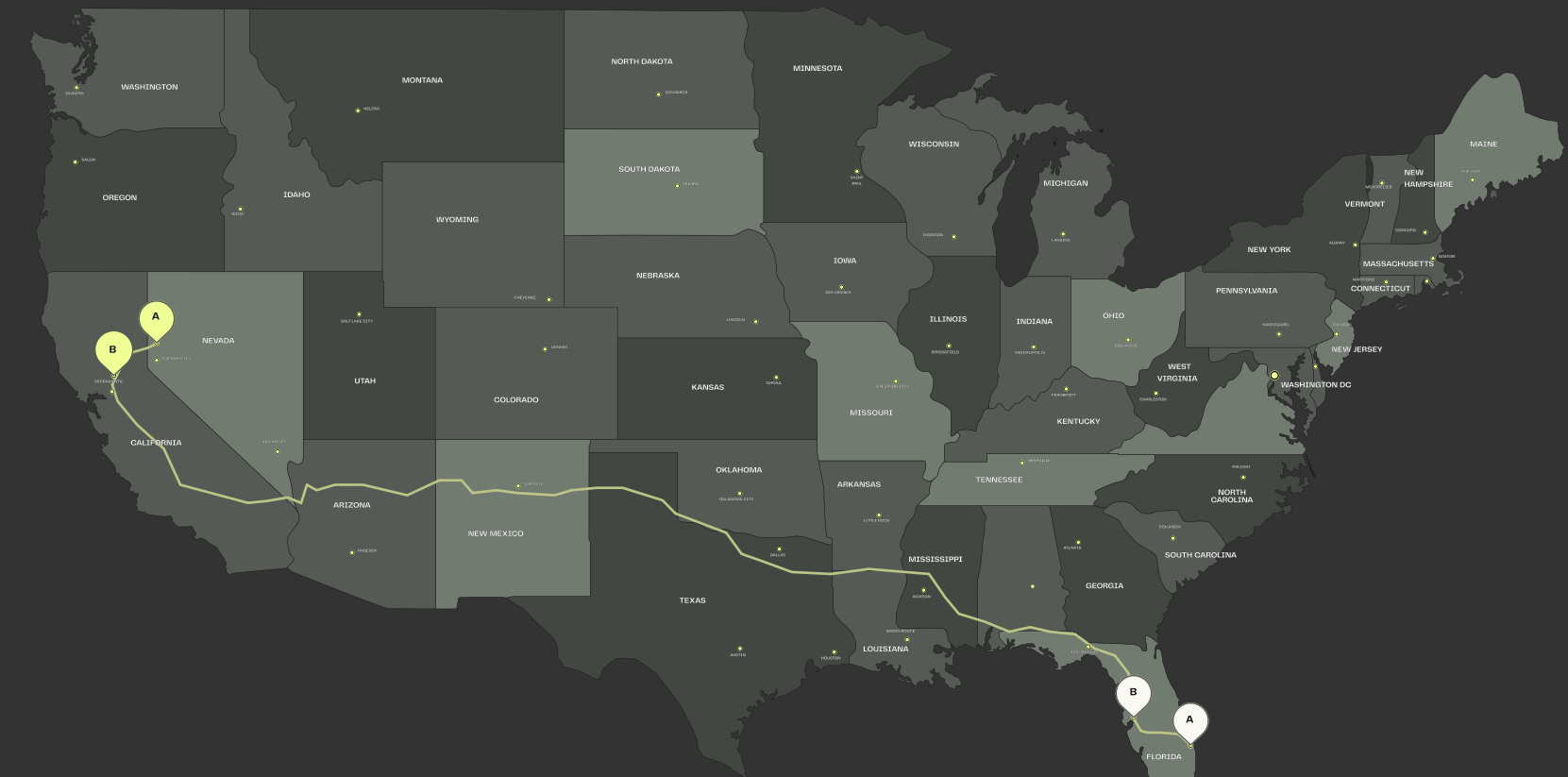
- Trailer utilization by palletized linear feet: 100%
- Company A: 12 feet and 6,988 lbs
 - Company B: 14 feet and 7,992 lbs
 - Company B: 27 feet and 22,616 lbs

Commodities: Clothing & accessories, beer

Emissions avoided (MT of CO₂e): 2.5

Carrier earnings: 39% more than FTL market cost

FlockDirect® Pool #2: 2 Pick, 2 Drop* + STL AddOn™



Route mileage: 3,208

Location requirements: All stops required appointments besides pickup B.

- Savings:
- Company A saved 17% compared to TL
 - Company B saved 46% compared to TL

- Trailer utilization by palletized linear feet: 87%
- Company A: 36 feet and 36 pallets
 - Company B: 7 feet and 7 pallets

Commodities: Men's pants and yerba mate beverages

Emissions avoided (MT of CO₂e): 4

Carrier earnings: 12% more than TL market cost

*Disclaimer on customer privacy: The shipments and metrics shown are real examples of pools delivered by Flock's carrier network. Company names are removed to preserve the privacy of our customers.

Customer Reporting

Sustainability is inherent in shipping Shared Truckload and working with Flock. It's woven into our recurring reporting with shippers along with service and cost considerations, and we regularly schedule touchpoints to review these metrics.

Quarterly Emissions Reports

We have sent our Shared Truckload shippers emissions reports at regular intervals since 2022. These reports underwent a major upgrade in 2025 with the introduction of our Smart Freight Centre certified emissions framework. Now aligned with ISO14083 and GLEC standards, the reports include shipment count, ton-mileage, total emissions data, average emissions intensity, and Flock's emissions avoided metric.

Quarterly Business Reviews

For our shippers who receive live quarterly business reviews with their Account Management team, we include emissions data in this touchpoint too. This often leads to discussions on reducing scope 3 emissions and how Flock can be an even more strategic partner for our shippers, who are navigating the complexities of emissions tracking and reduction.



People

Benefits

Annually, Flock Freight invites all employees to participate in a survey focused on benefits, which serves as a vital tool for understanding their views and experiences of our current offerings. Our benefits team, in collaboration with our benefits broker, thoroughly reviews the feedback to identify trends and areas of improvement. In addition, we are committed to staying abreast of industry trends and exploring new benefits that could further enhance our team's well-being and satisfaction. This helps us ensure that our benefits remain top-tier and align with the diverse needs and preferences of our team.

In 2025, Flock hosted many benefits education opportunities throughout the year. Sessions included meetings, webinars, and wellness challenges. Here are the 2025 sessions we hosted:

- Sunscreen & Skin Cancer Awareness
- Mental Health Awareness & UHC Resource meetings
- Men's Mental Health Hormones Awareness
- Retirement trainings including Cryptocurrency & Understanding Your Retirement DNA
- Financial Wellness Challenge
- Breast Cancer Awareness
- Kidney Health
- Water & Hydration
- Hiking Challenge
- Biometrics Screening
- Vaccination Clinic
- FSA / HSA Education
- Medical Plan Education
- Homeperqs (vendor) trainings on Financial, Credit, and Renting vs. Buying
- UHC Wellness Rewards
- Cultural Diversity Events
- Pride Awareness Month
- World Environment Day Event
- Juneteenth Awareness
- Local National Night Outs
- Benefits of Exercising Breathwork
- Individual breakout sessions covering each benefit and how to get the most out of the coverage



Health Highlights

- Health, dental, vision, and life insurance coverage with HMO, PPO, and premium PPO options.
- A Health Saving Account (HSA) option that is partially funded by Flock.
- Flexible spending account (FSA): Pay for eligible medical, dental, and vision care expenses with your pre-tax income.
- Parental leave: Receive up to eight weeks of 100%-paid parental leave and up to eight weeks of 100%-paid pregnancy disability leave.
- Equitable abortion access: If you need to travel to access abortion care, get 100% of travel expenses covered for you, your partner, or your dependent and one support person.
- Pet insurance



Financial Highlights

- Ownership opportunity: Every team member at Flock Freight receives equity grants so that you don't just work here, you share in the company's success and growth.
- Retirement planning: Accrue wealth via a traditional or Roth 401(k) plan with sustainable investing options.
- At the end of 2025, the Flock 401(k) Committee transitioned our retirement plan to a provider that offers enhanced fund management and a more competitive fee structure.
- Flock team members also gained access to financial advisors through a new partner in 2025. This benefit provides personalized 1:1 financial planning sessions to help make informed decisions and confidently pursue long-term financial goals.
- Reimbursements: Get reimbursed for eligible electric transportation purchases and technology expenses.
- Commuter benefits: Save up to 40% on eligible work-related transit and parking expenses.

Training and Continued Education

Healthy Disagreement Training

Training sessions to dive deep into the art of productive, respectful disagreements. All people managers took this training to learn how to transform conflicts into opportunities for growth, innovation, and stronger collaboration. All other employees had the option to join the sessions.

Early Career/New Graduate Tailored Training

A training program tailored for entry-level college grads, focused on fostering local talent by developing their freight skills in San Diego and Chicago.



Access to Leadership

Through our growth and expansion, Flock's leadership team remains visible and accessible to all employees at every stage of their career. Leadership team members are available through Slack, email, and in-person at the office, while Flock also works to provide consistent, planned touch points between employees and upper management.

AMAs (Ask Me Anything)

Participants are encouraged to submit questions before the session or ask in the moment. The purpose of AMAs is for a Flock leader to lend their expertise or unique insights either based on a specific pre-identified topic, or what the participants would like to learn about.

All Hands Meetings

All-employee meetings, generally monthly, with open communication of company initiatives and performance by Flock's executive leadership team.

Weekly Written Updates

Each week, the company receives a written update on business and financial performance, goals, and an overall company health report directly from one of our leaders.

Flock n Talks

Explained more in the next section, ELT is automatically entered into the Flock n Talk participant pool and is matched with other Flock Freight employees of all levels to meet for 15 minute, casual conversation throughout the year.

Culture & Fun

Wellness Challenges

The Flock Benefits Team hosts wellness challenges each year to support employee well-being. In 2025, some of these included a Financial Wellness Challenge and Hiking Challenge

Social-Recognition Slack Channel

This is a public forum where colleagues write shout outs to each other and assign one or more of Flock's values to the action they're recognizing. Adding to the culture of employees giving and receiving support to one another, leadership highlights a Flock value in action each month during our All Hands Meeting by choosing two shout outs and presenting them live.

Flock n Talks

These casual 15-minute sessions are a fantastic opportunity to connect with colleagues from different departments, share experiences, and foster a more collaborative culture across the Flock. Individuals who sign up are paired with a colleague and find time to meet for 15 minutes during the work day with no pre-set agenda, besides the goal to know more about each other by the end of the session. We automatically enroll new employees in a similar program so they can meet with a more experienced Flock employee and begin building their community.

Appreciation Days

Our people team does an incredible job creating excitement and finding reasons to celebrate in the office and for our remote colleagues. They make sure to celebrate birthdays, work anniversaries, and holidays of all kinds for the entire company multiple times each month.



Flockstar Awards

New to Flock in 2025, Flockstar awards allowed colleagues to submit a written nomination form to recognize the incredible people who live our core values and go above and beyond to innovate, deliver exceptional service, and make this an amazing place to work. Winners were selected across 10+ categories, including a category for each Flock value, Rising Star, Culture Champion, Data-Driven Decision Maker, and more. In a dedicated ceremony, managers gave a short speech and recognized award recipients in front of the whole company.

Certifications and Commitments

Smart Freight Centre Certification

In 2025, we earned our Smart Freight Centre Certification. Please see page 8 of this report for more details.



B Corp Certification

Certified B Corporations, or B Corps, are companies verified by the non-profit B Lab to meet high standards of social and environmental performance, transparency, and accountability.

Flock Freight first certified as a B Corp in 2020, and we underwent our first recertification in 2023.

2020 score = **80.1**

2023 score = **80.3**

Median score for ordinary businesses = **50.9**

Public Benefit Corporation

In 2024, we distributed our first public benefit report to shareholders, and will continue to do so at least every two years.



SmartWay Certification

Flock has proudly maintained its status as an EPA SmartWay logistics partner since 2019. We choose to recertify each year because standardized emissions data measurement and reporting practices allow logistics companies to gauge their environmental impact across a uniform benchmark. EPA SmartWay unlocks a common language for emissions accounting and ranking that carriers, logistics companies, and shippers can all use to communicate.

Our SmartWay score for the 2025 certification year, which analyzed 2024 data, is a “2” for grams of CO₂ per mile. Scores range from 1 to 10, with 1 representing the highest performance.



Fraud Prevention & Cybersecurity

With rising fraud concerns across the trucking industry, Flock remains committed to safeguarding our shippers, carriers, and employees. Shippers across the United States are rightfully worried about fraud and theft affecting their goods, carriers are concerned about protecting their reputations and profession, and everyone wants to keep their data and identities safe.

To meet this need, we implemented best-in-class carrier ID verification through our partnership with a leading carrier identity, vetting and onboarding software provider.

We were among the first in the industry to require two-factor authentication for carriers and employees to access our platform.

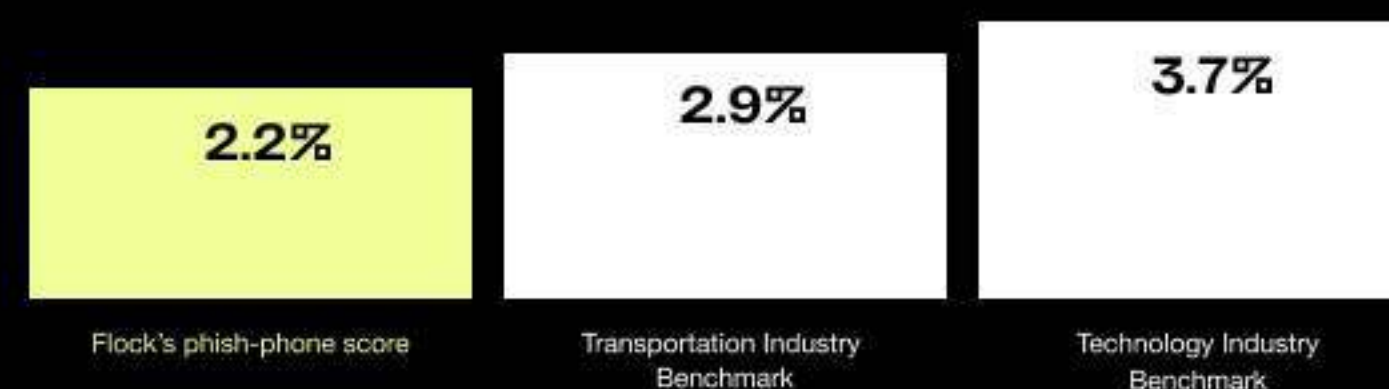
Flock's platform scores users with a risk model to detect and mitigate potential threats in order to help curate a healthy platform ecosystem.

We also leverage a global cybersecurity leader to detect and remediate cyber attacks.

Beyond investing in tech, each year kicks off with Flock Freight **Cybersecurity Month** in January, a dedicated initiative featuring a range of programs aimed at training, educating and raising awareness about cybersecurity risks and best practices. Flock fosters a culture of cybersecurity through robust and ongoing employee training, and a dedicated IT Security Committee that meets regularly to assess and respond to risks.

Throughout the year, we conduct **phishing tests** using software that yields quantifiable results to ensure our employees remain vigilant. In 2025, we achieved a 2.2% phish-prone score, improving our score by .4% compared to 2024. We outperformed the 2.9% transportation industry benchmark and the 3.7% technology industry benchmark for companies with comparable cybersecurity program age. Flock remains committed to safeguarding our shippers, carriers, and employees, and will continue to invest in tools and best practices to mitigate risks across the supply chain.

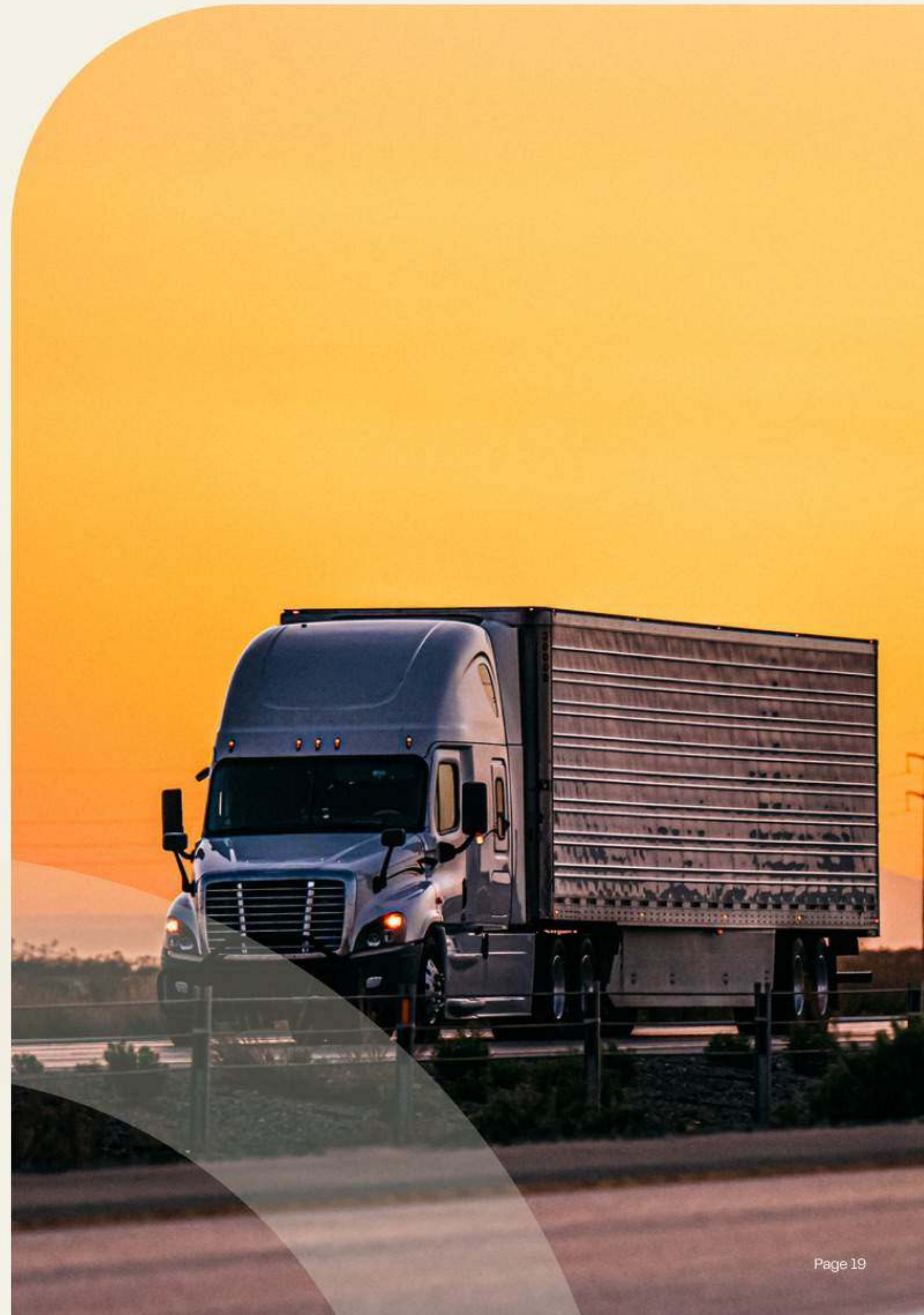
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Closing statement

This year proved that Shared Truckload (STL) is a powerful engine for real, measurable change. By growing our FlockDirect® service and preventing over 37,000 metric tons of emissions, we showed that efficiency drives sustainability. You do not have to choose between financial performance and doing what is right for the environment.

None of this progress happens by chance. It takes grit, intentional effort, and deep collaboration with our shippers, carriers, and team members. We will keep innovating, building trust, and pushing the boundaries of what is possible in logistics. Thank you for joining us on this journey and trusting us with your business. Together, we will continue to optimize the world's freight transportation resources, unlocking lasting value for shippers, carriers, and our planet.





Disclaimers

General

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