

beon |



Sustainability Report

Reporting Period: **January 1, 2024 - December 31, 2025**

Prepared for stakeholders of Transportation Insight Holdings (TIH)

2024-25

Introduction

The TIH 2026 Sustainability Report reflects the continued progress, new policies and expanded data coverage related to our efforts to bring Products, Partnerships and People together. Our overarching goal is to develop solutions that are sustainable, inclusive, innovative and resilient. While we still have a long journey ahead, we remain committed to solving problems by finding solutions.

We aim to:

- Develop a more **environmentally sustainable and resilient** supply chain
- **Foster diversity** and empower our people and communities
- **Expand risk management** procedures to operate efficiently and effectively

*The report is informed by **SASB** material topics for the logistics industry and peer best practices.

Sustainability Highlights
Since 2021

\$127,500+
donated

to environmental stewardship events
with partners

18
years

as a certified **SmartWay Transport
Partner (since 2008)**

Copper
sponsor

of **Truckers Against Trafficking (TAT)**

300+
employees

active in Employee Resource Groups (ERGs)

Proud
Partner

Ongoing academic partnerships with
MIT and **Georgia Tech**

Scope 1 and 2
emissions tracked
since 2024

CDP participant
since 2024

EcoVadis
participant
since 2023

Our Business & Beon Platform Overview

As part of Transportation Insight Holdings (TIH), Transportation Insight (TI) and Nolan Transportation Group (NTG) manage \$15 billion in annual transportation spend for 14,000+ customers. We continue to innovate and develop new products and solutions that enhance sustainability and resiliency across the supply chain for those customers and our 80,000+ carrier partners.

- **Core Products in the Beon™ Digital Logistics Platform:**
 - **Beon Shipper:** Self-service shipping platform for instant quotes, booking, tracking
 - **Beon Carrier:** Free platform for carriers to find and book loads
 - **BeonLink:** Single API integration optimizing parcel, LTL and truckload decisions
 - **Beon Insight:** Supply chain visibility platform turning transportation data into insights
 - **Beon Commerce:** Parcel analytics platform for real-time shipping analytics
- **Beon Digital Logistics Platform unites:**
 - NTG Freight brokerage across all major modes
 - Full Truckload, LTL, Drayage, Expedited, Final Mile, Heavy Haul
 - Short- and long-term warehousing
 - TI Managed transportation services
 - Freight procurement and contract optimization
 - Parcel contract optimization and spend management
 - Shipment execution technology
 - Freight and parcel audit and payment
 - Business intelligence and reporting

Structure, Scale & Footprint

1,600+
employees and
external partners as
of December 31, 2025

Nationwide
network

for carriers and shippers across small to mid-sized businesses (SMB) and enterprise segments

12 office locations
across the U.S.*

Atlanta, GA • Austin, TX • Charleston, SC • Charlotte, NC •
Chicago, IL • Dallas, TX • Denver, CO • Detroit, MI •
Grand Rapids, MI • Hickory, NC • Manlius, NY • Nashville, TN

5,000+
connected partner
warehouses

supporting cross-docking, short-term storage and pallet
rework close to major ports and rail hubs

*Number of locations consolidated from 15 to 12 during the reporting period

Our ESG Strategy & Vision

Values that guide our work:



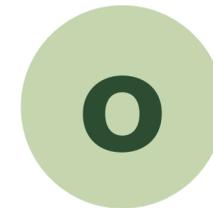
Bold

Speak up. Stand out.
Drive Change.



Empowered

Take initiative and own the
outcome.



Open

Build trust with transparency
and collaboration.



Next

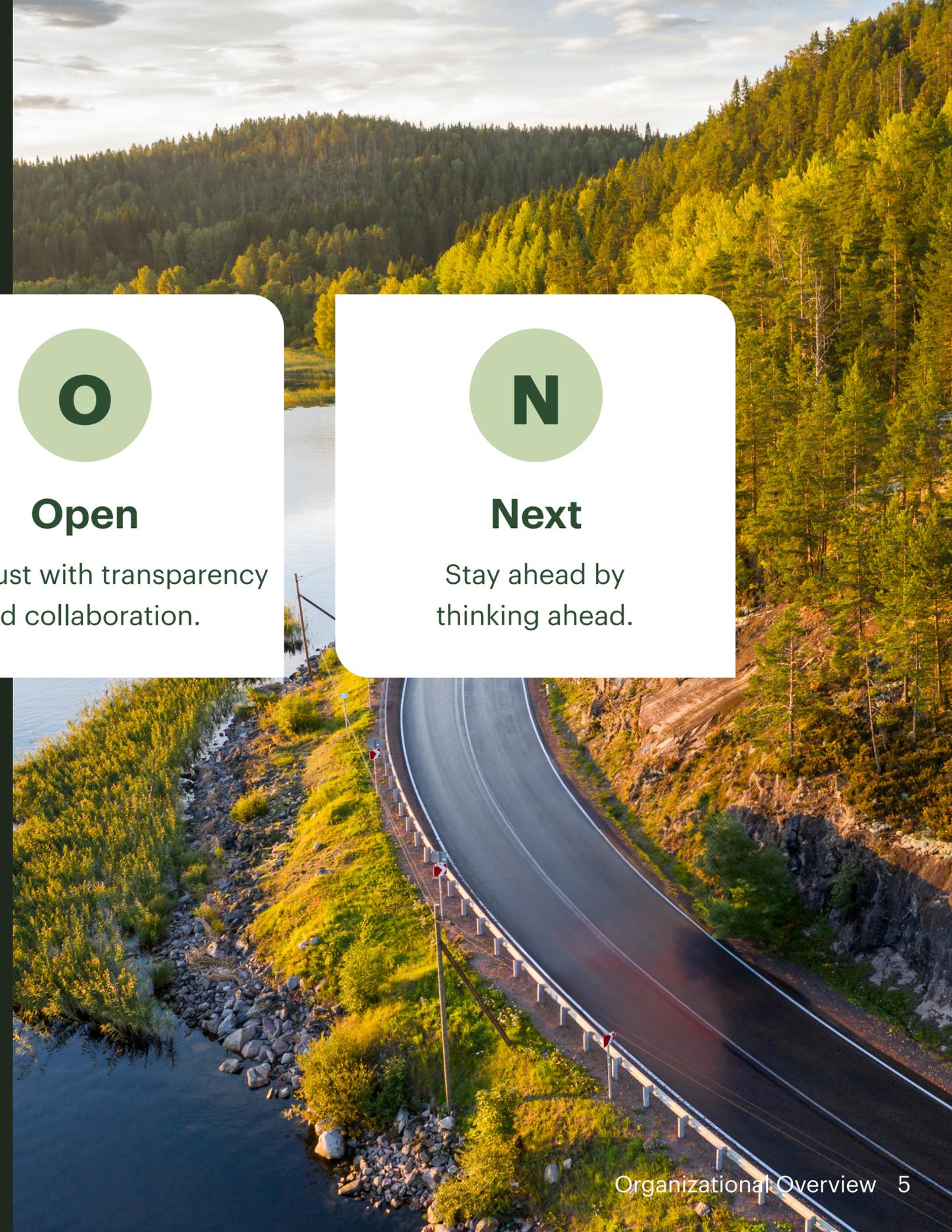
Stay ahead by
thinking ahead.

Sustainability commitments:

- Build a more environmentally sustainable and resilient supply chain
- Foster diversity and empower our people and communities
- Expand risk management to enhance operational efficiency and effectiveness

Approach:

Integrate ESG into business model, innovation agenda and everyday operations



How Sustainability Is Embedded in Our Business Model

We are committed to transparent communication about our sustainability journey. To that end, Transportation Insight participated in EcoVadis for the first time in 2023 and achieved a notable score increase in 2025 through continuous improvement efforts. In 2024, NTG began responding to CDP and strengthened its response in 2025.

Beon platform designed to:

- Optimize routes and reduce empty miles and idle time
- Support paperless, digital workflows that cut resource use
- Provide analytics and insights to help shippers and carriers reach sustainability goals

Strategic supply chain partnerships:

- Green fleet carriers (natural gas, electric, alternative fuels)
- Ports and warehouses operating to higher sustainability standards

Office and operational policies that align resources with ESG goals:

- Office sustainability policy
- Sustainable procurement policy
- Supplier Code of Conduct
- Child Labor policy
- Information Security policies



Key ESG Topics for Our Industry

Environmental Responsibility

- Greenhouse gas emissions from carrier operations and offices
- Energy efficiency in facilities and digital solutions

Innovative Supply Chain Management

- Low-carbon and efficient logistics solutions
- Data-driven optimization and customer collaboration

Employee Engagement & Development

- Annual employee engagement surveys
- Elevate Beon Mentorship Program

Labor Practices, Health & Safety

- Safe, flexible working conditions
- Diversity, Equity Inclusion & Belonging (DEIB) through Employee Resource Group (ERG) programs

Critical Incident Risk Management

- Cybersecurity and data privacy
- Policies and controls to manage operational and contractual risk

Environmental Responsibility

INTERNAL OFFICE OPERATIONS

Green Offices

Office Sustainability Policy applies across all TI/NTG offices:

- Encourages **energy conservation**, recycling and water efficiency
- Promotes **sustainable purchasing** and waste minimization
- Recognizes landlord constraints while driving continuous improvement

Go Green Committees in offices to:

- Lead engagement, run campaigns and share best practices
- Track progress through regular audits and reporting
- Promote **green commuting** and volunteer cleanup events

Energy & Emissions

2024–2025 energy focus areas:

- In addition to closing office locations in Omaha, NE; Laredo, TX; and Hattiesburg, MS during the reporting period, we consolidated four Atlanta office locations into a single new headquarters in June 2024, significantly contributing to our 44.5% year-over-year reduction in Scope 2 emissions.
- **Energy-efficient lighting, appliances and controls** (e.g., auto-shutoff lights)
- New headquarters was **LEED Certified Gold** by U.S. Green Building Council (USGBC) on April 29, 2025
- Ongoing efficiency improvements across office portfolio

Greenhouse gas (GHG) inventory (company operations):

	2024 in MtCO ₂ e	2025 in MtCO ₂ e	Percent Change
Scope 1	41	39	-4.8%
Scope 2	1,182	656	-44.5%
Scope 3, Category 6 (Business Travel)	813	TBD	
Scope 3, Category 7 (Employee Commuting)	11	TBD	
Scope 3, Partial Category 9* (Downstream Transportation)	1,585,518	TBD	
Transportation Insight	1,066,688	TBD	
Nolan Transportation Group	518,830	485,149	-6.5%
Total Scope 3	1,586,342	TBD	
Total	1,587,565	TBD	

*This data includes all carrier emissions but does not include an exhaustive inventory of all downstream transportation emissions.

Resource Use

- Focus on **efficient resource use** and **waste minimization** in offices
- Materials baseline (offices):
 - 2024 material recovery (recycling): **2,889 lbs**
- Priority actions:
 - Increase recycling capture rates and diversion from landfill
 - Expand office waste audits and standardized recycling signage
 - Explore additional water-saving fixtures at key locations



Environmental Responsibility

EXTERNAL INITIATIVES

GHG Reduction Programs & SmartWay Partnership

- SmartWay certification maintained for 18 years (since Sept 2008)
 - Continuous improvement in carrier efficiency and emissions
- Carrier carbon emissions calculator:
 - Dashboard to estimate carrier emissions based on equipment type, fuel type, weight, mileage and seasonality
 - Provides baseline for tracking and reducing logistics related emissions
- Optimization through Beon AI:
 - Intelligent matching and load bundling to reduce empty miles
 - Digital tools that help carriers maximize asset utilization and fuel efficiency
- Ongoing initiatives
 - Expanding share of green fleet carriers (electric, natural gas, hydrogen)
 - Collaborating with ports and warehouses to limit dwell time and idling
 - Migrated major data warehouse from Hickory, NC campus to Equinix facility in the Atlanta, GA area in October 2025
 - As of 2024, 96% of Equinix electricity consumption is matched with renewable sources

76% of Transportation Insight ton-miles were on SmartWay carriers in 2024

Partnership with ports

We work with every major port in the US daily. We have particularly strong relationships with the Port of Savannah, Port of Charleston, Port of Houston, Port of Los Angeles, Port of Long Beach and the New York/New Jersey Port Authority and have completed projects focused on providing additional cargo handling capacity through “pop-up” yards close to these ports. We are centering on these ports that follow higher sustainability standards, with a focus on reducing port congestion and carrier dwell time, to reduce greenhouse gas emissions and improve fuel savings.

Partnership with warehouse owners and operators

Our network of over 5,000 connected warehouses offers nationwide solutions for crossdocking, short-term warehousing and pallet rework. We focus on procuring warehouses with close proximity to major ports or rail to ensure shorter distance hauls. These partnerships help us reduce congestion and carrier dwell time at warehouses, minimizing the long-haul movements from ports and return of empties, the time trucks stay in idle mode and greenhouse gas emissions.

Partnership with green fleet carriers

We have established partnerships with various green carriers covering the US domestic market that have fleets of natural gas and electric trucks. In 2024, 76% of Transportation Insight’s ton-miles were shipped with SmartWay carriers, underscoring our commitment to working with more efficient, lower-emission fleets. We are actively looking to expand our share of green fleet carriers by partnering with electric, natural gas and hydrogen fuel cell-powered trucks that continue to add sustainable fleets covering shorthaul, long-haul, middle-mile and last-mile deliveries.

Innovative Supply Chain Management

ACADEMIC & INNOVATION PARTNERSHIPS

TI & NTG have maintained a research and innovation department since 2021. This team is responsible for establishing partnerships with academic institutions and research laboratories to evaluate innovative approaches to industry challenges.

We have established research partnerships with the Massachusetts Institute of Technology Center for Transportation and Logistics and the Georgia Institute of Technology to find novel ways to optimize efficiency and driver utilization in transportation logistics.



Our research partnerships currently focus on solving four challenges:

OPTIMALLY ALLOCATING RESOURCES WITHIN OUR NETWORK

Using advanced artificial intelligence models to find the optimal carrier match to avoid delays, reduce empty miles and decrease idle truck time.

IDENTIFYING MAJOR SOURCES OF INEFFICIENCIES ACROSS THE LOGISTICS CYCLE

Preliminary results from our recent evaluation of truck driver utilization across the transportation logistics cycle showed that truck drivers spend up to 35% of their time waiting for their loads to be loaded and unloaded at ports and warehouses. By improving operational efficiency and enabling drivers to gain even a few additional productive minutes each day, we aim to help ease driver capacity constraints and create positive ripple effects across the broader supply chain lifecycle.

PREDICTING DRAYAGE DISRUPTIONS

Disruptions to drayage forces the supply chain to evolve quickly. We partnered with researchers at MIT to develop models to predict disruption. This predictability provides shippers with crucial data to prevent idle time at ports, reducing carbon emissions while helping to correct the supply chain.

SPOT BIDDING ACTIVITIES

We collaborated with Georgia Tech to design a model to better predict spot bid carrier rates and suggest customer margin configurations to maximize loads won and help our shippers get better rates.

Labor Practices, Health & Safety

OUR PEOPLE

Our people are central to achieving sustainability goals

We are committed to:

- Safe and flexible working conditions
- Fostering diversity, equity, inclusion and belonging (DEIB)
- Increasing employee engagement and development opportunities

We strive to be a good neighbor in all communities where we operate

- Support local organizations through volunteering and sponsorships
- Encourage employee participation via Volunteer Time Off (VTO)

EMPLOYEE RESOURCE GROUPS (ERGS)

Over 300 employees are active ERG members, accessing support, networking and development opportunities



- Community of women and allies focused on career growth and organizational change
- Active across multiple offices with quarterly sessions, leadership connections and events
- Membership growth from 150 in 2024 to over 200 in 2025
- Established mentorship program that led to a companywide initiative, mentorship group program, Executive to Leader level connects



- Fosters an inclusive, supportive workplace for Black employees and allies
- Focus on recruitment, retention and addressing racial disparities through education
- Membership (from 32 to 64) and office representation (from 3 to 6) has doubled from 2024 to 2025



- Builds community, development, and networking for LGBTQIA+ employees and allies
- Steady year-over-year membership growth (from 65 in 2024 to 80 in 2025) and increased leadership roles

Labor Practices, Health & Safety (cont.)

EMPLOYEE HEALTH & SAFETY

Health & safety expectations outlined in corporate policies:

- **Employee safety commitment** and shared responsibility
- **Emergency preparedness** and severe-weather response
- **Drug-free, alcohol-free, smoke-free workplace**
- **Workplace violence prevention** and respectful workplace standards

Office design and operations emphasize:

- **Safe, ergonomic and efficient workplaces**
- **Smoke-free and waste-conscious facilities**

Training and awareness:

- **Regular health and safety training, with a goal of 100% employee completion annually**
- **Continued refinement of programs based on feedback and incident learnings**

EMPLOYEE BENEFITS & WELL-BEING PROGRAMS

Paid time off & leave

- Generous PTO, paid holidays, parental leave, PTO bereavement leave
- **Volunteer Time Off (VTO)** – paid hours for community volunteering
- Time off for voting

Comprehensive health & retirement

- Medical, dental, vision, disability and life insurance
- 401(k) retirement plan

Employee Assistance Program (EAP)

- Free, confidential counseling and support for employees and families

Additional support (examples):

- Flexible work options supporting work-life balance and reduced commuting emissions
- Programs that promote mental health and holistic well-being



Labor Practices, Health & Safety (cont.)

EMPLOYEE LEARNING, DEVELOPMENT & ENGAGEMENT

Mentorship programs

- Connect employees across offices and levels for growth and knowledge-sharing

- Support career navigation and internal networking

Leadership development

- Targeted training and coaching for current and emerging leaders

Professional skills training

- Role-specific and cross-functional training to drive continuous improvement

Career pathing & internal mobility

- Structured career paths and transparent role expectations

- Emphasis on promoting from within where possible

Recognition & engagement

Assembly peer-recognition program, along with performance-based awards, celebrate values-driven contributions

- Average of 1,160 employees per month received peer recognition on the Assembly platform in 2025.

Regular employee surveys, stay interviews, and open-door conversations to gather feedback

- Employee engagement survey conducted by Gallup achieved companywide 84% participation rate in 2025, up from 75% in 2024
- Engagement Mean Score jumped from 4.08 to 4.19 (out of 5) in 2025

DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB)

Commitment to **equal opportunity employment:**

- No discrimination based on race, gender, age, ability or any protected status

DEIB strategy objectives:

- Increase representation across all offices and at all levels within the company
- Improve engagement and sense of belonging
- Ensure equitable access to opportunities and resources

Ongoing actions:

- ERG programming and events across offices
- Training and tools for managers to support inclusive leadership
- Measurement via engagement surveys and participation metrics



Labor Practices, Health & Safety (cont.)

HUMAN RIGHTS & ANTI-TRAFFICKING

Respect for **internationally recognized human rights** in all operations and relationships

Zero tolerance for **child labor, forced labor or human trafficking** in operations and supply chain

Truckers Against Trafficking (TAT) Copper Sponsor:

- Financial support and advocacy for TAT's mission
- Education and awareness to mobilize the trucking, bus and energy sectors against human trafficking

Supplier expectations reinforced in the **Supplier Code of Conduct** and **sustainable** procurement approach

COMMUNITY ENGAGEMENT & VOLUNTEERING

Commitment to being a **responsible neighbor** in all communities where employees live and work

Community programs focus on:

- **Environmental stewardship** (tree planting, cleanups, conservation)
- Support for **education and workforce development**
- Local nonprofit partnerships chosen by offices and Green Committees

Employee volunteering:

- All employees offered **16 hours per year** of Volunteer Time Off
- Tracking employee usage of company-granted volunteer hours to monitor engagement

2026 goal: Each office with a Green Committee will host or offer at **least one volunteer opportunity**



Critical Incident Risk Management

RESPONSIBLE BUSINESS PRACTICES & ETHICS

Governance policies and practices include:

- TI undergoes an annual SOC 1 Type 2 audit, and the 2025 assessment found no exceptions to our controls or practices.
- Whistleblower (SpeakUp) platform for confidential reporting without retaliation
- Open-door culture between employees, leaders and HR
- Anti-harassment & non-retaliation standards
- Accommodation & accessibility for equitable performance and participation
- Ethical employment practices and compliant background checks

Commitment to:

- Fair competition and compliance with antitrust and competition laws
- Anti-corruption and anti-bribery measures across all operations and geographies

CYBERSECURITY & DATA PRIVACY

Risk-based cybersecurity program including:

- Continuous monitoring and threat intelligence
- Vulnerability assessments and application security
- Regulatory compliance and data privacy controls

Policies and procedures:

- Data Privacy Policy & Information Security Policy

Objectives:

- Protect customer, carrier and employee data
- Maintain resilience and trust in Beon's digital platforms

ENVIRONMENTAL COMPLIANCE & INCIDENT-FREE OPERATIONS

Commitment to comply with all **applicable environmental laws and regulations**

Practices to minimize environmental impact and promote responsible resource use

Expectations extend to **employees, contractors and partners** to report concerns promptly

During the reporting period, the company experienced no environmental incidents, violations or fines.

Partnerships for Environmental Impact

Environmental partners across key office regions, enabling:

- **Tree planting** campaigns
- **River and community cleanups**
- Local environmental education and engagement

Examples of partner organizations:

- Regional **Riverkeepers** and conservation groups
- Tree-planting NGOs and local foundations

Outcomes since 2021:

8,600 trees planted

3,902+ lbs trash removed

from local waters

\$127,500+ donated

to environmental stewardship events

Partnered offices across major metros (e.g., Atlanta, Charlotte, Denver, Dallas, Grand Rapids, Detroit)

Looking Ahead — Priorities for 2026 and Beyond

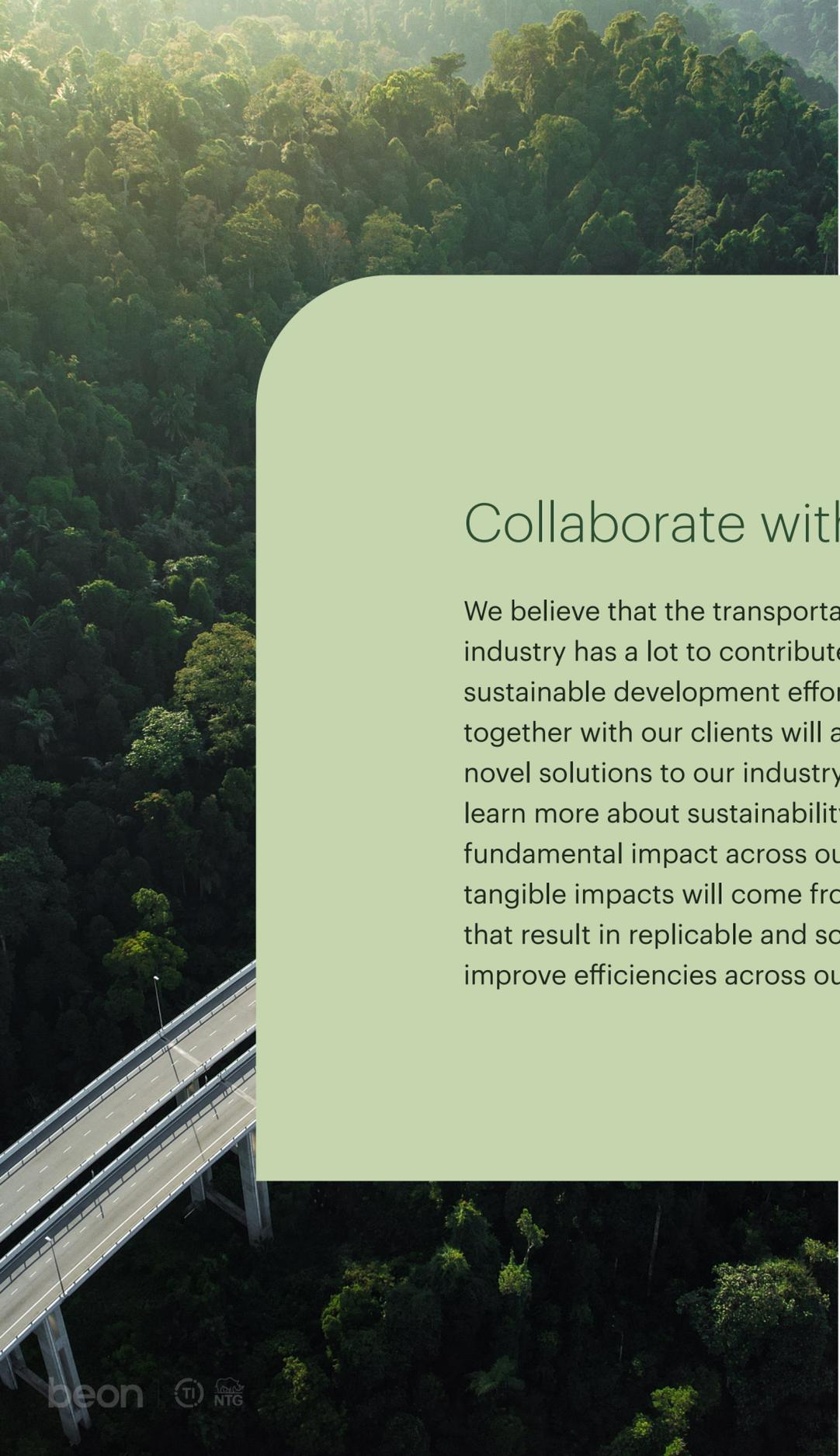
Expand **Scope 3** emissions tracking beyond downstream transportation and distribution, business travel and commuting

Deepen supplier ESG engagement using the **Supplier Code of Conduct** and sustainable procurement guidelines

Continue expanding **ERG participation** and leadership development opportunities

Strengthen data and reporting processes to support **more frequent, transparent ESG updates**

Partner with customers to pilot **new low-carbon logistics solutions** powered by Beon and data science



Collaborate with us

We believe that the transportation logistics industry has a lot to contribute to the global sustainable development efforts. Working together with our clients will allow us to develop novel solutions to our industry's challenges, learn more about sustainability and make a fundamental impact across our industry. Real, tangible impacts will come from partnerships that result in replicable and scalable ideas to improve efficiencies across our industry.

About Transportation Insight Holdings (TIH)

TIH is a combination of Transportation Insight (TI) and Nolan Transportation Group (NTG) and brings people and technology together to make world-class logistics accessible to any business. Together with the support of 1,600 nationwide experts, our proprietary digital logistics platform, Beon, connects shippers with 80,000 carriers to bring on-demand logistics and the capacity to scale as needed. Whether outsourcing their entire logistics operation to us, booking a single load or something in between, more than 15,000 shippers trust TIH to successfully guide their products from port to porch. To learn more about Transportation Insight and Nolan Transportation Group, visit www.transportationinsight.com and www.ntgfreight.com.

Contact & feedback

For questions or feedback on this report, contact:

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