

ECHO)

Transportation Simplified™

**Echo Global
Logistics**

**FY2022
ESG Report**





About This Report

This report represents data from the 2022 fiscal year, January 1, 2022 through December 31, 2022. It reflects Echo's commitment to sustainability, diversity, equity, inclusion, our employees' well-being, and governance matters. Disclosure Appendix is included.

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Echo at a Glance

Echo has the clients, carriers, expertise, and financial stability to lead the logistics industry.

COMPANY

\$4.2B
REVENUE 2022

2,800+
EMPLOYEES

2019
BEGAN ESG REPORTING

CLIENTS

20%+
FORTUNE 500 COMPANIES
WORK WITH US

35k+
ACTIVE CLIENTS 2022

4.4M
LOADS DELIVERED 2022

CARRIERS

50k+
CARRIERS IN NETWORK 2022

18k
LOADS MOVED / DAY

400+
PRIVATE FLEET NETWORK

AWARDS

#1
INBOUND LOGISTICS®
TOP 10 3PL
(2017-2022)

12
YEARS AS A
TRANSPORT TOPICS
TOP 25 FREIGHT BROKER

16
YEARS AS AN INBOUND
LOGISTICS TOP 100 3PL

Revenue and employee count include Fastmore and Roadtex entities.

Letter from Our CEO



Doug Waggoner
CEO

Our Culture Defines Who We Are

In a year of growth, opportunity, and innovation, Echo Global Logistics continues to move forward, exemplifying our core values, and one in particular: “Better is the Only Option.”

We’ve always said that our greatest asset is our employees. We strongly believe that being together in a shared workspace creates important opportunities for team-building, mentorship, training, and collaboration. It also helps us maintain our award-winning culture, a key component to our success. We continued operations using our hybrid model in 2022, ensuring each department offered flexibility so that every employee could maintain a healthy balance between work and home.

Echo also continued efforts to strengthen our Diversity, Equity, and Inclusion (DEI) initiatives, from how we support and promote our Business Resources Groups, to hosting speakers, and encouraging inclusivity through engagement. DEI is a way of seeing and engaging with the world, and as such, we detail these efforts as part of our 2022 ESG report.

It was also a year of growth for Echo. In May 2022, we acquired Roadtex Transportation, an asset-light, less-than-truckload provider that specializes in temperature-controlled shipping and warehousing. We also acquired Fastmore Logistics in November, a company that provides solutions for freight forwarders. We’re excited to include both companies as part of our team, allowing us to expand our nationwide footprint while continuing to provide timely deliveries, reliable customer service, and cutting-edge transportation solutions.

Additionally, we continued building on our sustainability initiatives. We’re committed to helping our clients reduce their carbon footprints and fostered programs internally to reduce our energy consumption. We look toward the future in finding innovative ways to engage stakeholders on climate change as well as reducing and offsetting our internal carbon footprint.

Our company is guided by Echo’s values, which encourage all of us to go farther, do better, work hard, and support one another, in the workplace, in our client and carrier partnerships, and in the global community. We hope you find this report insightful.

Sincerely,

Doug Waggoner
Chief Executive Officer

Materiality and Relevant Topics

Identifying the material issues for investors and other stakeholders is crucial to managing ESG risks and opportunities. We recognize the importance of ESG issues for our operations and our external stakeholders, including clients and investors. As part of our first ESG report, we undertook a comprehensive materiality analysis to identify and prioritize key ESG issues. We considered sector-level materiality to identify all issues relevant to companies that operate in the associated sectors. We identified these themes using standards from the Sustainability Accounting Standards Board, investor trend review, and an analysis of peer organizations. We further refined the material issues based on discussions with selected stakeholders, including management, employees, clients, carriers, and external parties. The fundamentals of the materiality assessment still hold true and continue to align with our core values.





Echo Global Logistics ESG Materiality, FY2022

ENVIRONMENTAL

- Climate Change
- Greenhouse Gas (GHG) Emissions

SOCIAL

- Diversity, Equity, and Inclusion
- Employee Engagement and Development
- Employee Well-Being

GOVERNANCE

- Governance Structure
- Ethics and Behavior
- Data Security
- Business Continuity



Environment

We acknowledge that climate change is one of the major challenges of our time. As a leading 3PL, we're in a unique position to influence behaviors that can drive positive change. Our systems allow us to track and report on our clients' carbon footprints and provide opportunities to manage them. Our key environmental initiatives include minimizing the effects of climate change and reporting Greenhouse Gas (GHG) Emissions.

	Climate Change Risks	Potential Effects
TRANSITION	Policy and Legal	
	- Increased regulations on reporting obligations	- Increased compliance costs
	- Increased regulations on carriers, reducing capacity	- Increased operational costs, driven by reduction in supply, and higher operating costs for carriers
	Technology	
- Costs to transition to lower emissions technology	- Increased costs in converting to energy-efficient products, such as cloud servers and energy-efficient equipment	
- Unsuccessful investment in new technologies	- Increased capital investments in new technology development	
Market		
- Customer change in preference to use low-emission carriers	- Increased costs of operations in using "Green" carriers	
- Investment decisions that are based on climate risk management	- Opportunity cost on lost investments due to a lack of focus on climate risk management	
Reputation		
- Enhanced expectation from clients to comply with their climate risk management approaches	- Reduced revenue for services due to Echo being unable to comply with clients' requirements	
- Inability to attract top talent due to climate risk reputation	- Reduced revenue due to effects on workforce management	
PHYSICAL	Acute	
	- Failure of data centers from climate-related events	- Reduced revenue from not being able to fulfill service requirements
	- Inability to serve clients because of extreme weather	- Increased costs in re-establishing data center and rebuilding data
		- Reduction in revenue due to inability to service clients
Chronic		
- Extreme heat, variability in precipitation, variable temperature, and water stress could affect several key consumer industries, resulting in reduced shipping needs	- Reduction in revenue due to reduced demand for services	

Climate Risks and Opportunities

Echo assessed climate-related risks by using the Task Force on Climate-Related Financial Disclosures' recommendations. In assessing the risks, Echo considered transition and physical risk factors. These are captured together as risks and related opportunities. These risks are included in our risk register and are assessed on an ongoing basis.



Operational Greenhouse Gas Emissions

Echo identifies GHG Emissions in line with the Greenhouse Gas Protocol, an international corporate accounting and reporting framework developed by the World Resources Institute and the World Business Council for Sustainable Development. The Greenhouse Gas Protocol differentiates between direct and indirect emissions using a classification system across three scopes:

- **Scope 1** covers direct emissions from sources that Echo owns or controls. As a non-asset-based 3PL, Echo's direct emissions are focused on its office operations.
- **Scope 2** covers indirect emissions relating solely to the generation of purchased electricity, heating, and cooling. Scope 2 emissions are reported in a market-based approach in alignment with the latest GHG Protocol guidance.
- **Scope 3** covers other indirect emissions related to all other company activities.

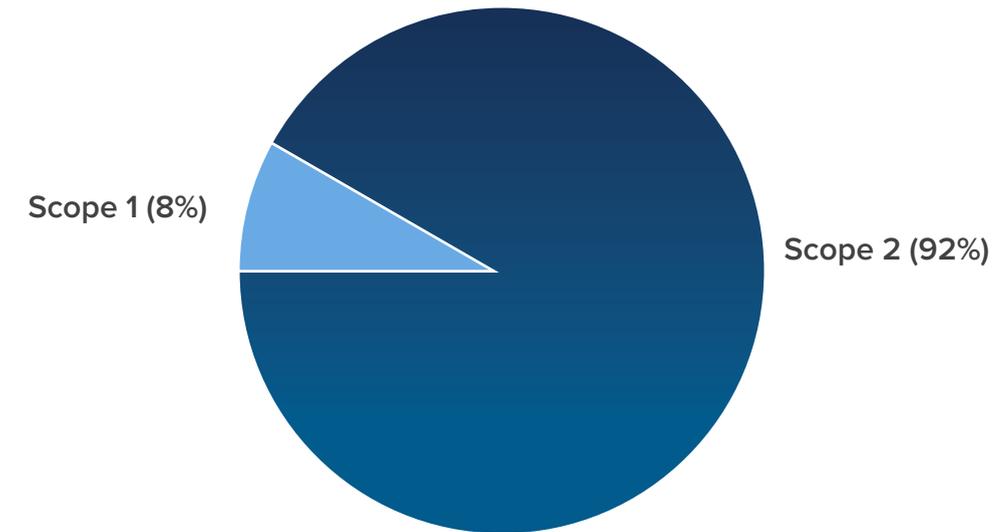
For the first time, Echo is reporting its Scope 1 GHG Emissions and has converted to reporting its Scope 2 emissions on a market-based approach. Key indicators reported on include total Scope 1 and 2 emissions as well as electricity and natural gas use. Although Echo doesn't provide Scope 3 reporting here, we look forward to adding this level of reporting in the future.

Our Environmental Impact

Emission Scope	Emission Source	Emissions (MT CO2e)
Scope 1	Stationary - Natural Gas	95.33
	TOTAL	95.33
Scope 2	Purchased Electricity (Market-based)	975.88
	Fugitives - Refrigerants	85.97
	TOTAL (Market-based)	1,061.85
TOTAL (Market-based)		1,157.18

Environmental reporting is for Echo only and doesn't include analysis of Fastmore and Roadtex entities. In performing its GHG Emissions analysis, Echo relied on actual data and, when reliable data wasn't available, emissions were estimated from occupied square footage of its facilities.

Echo Scope 1 and 2 (Market-based) Emissions Breakdown



Emissions by Source (MT CO2e)



Totals add to 99% due to rounding.

Environmental-Focused Programs

We've integrated several environmentally focused programs within our ongoing operations. These programs are designed to protect and enhance the environment in the communities in which we operate and ensure our operations don't place undue stress on the natural environment or on the communities themselves.



ISO 14001:2015

Echo's Chicago-based headquarters is certified to the ISO 14001:2015 standards and maintains an integrated quality system. We set environmental objectives that are designed to enhance our performance and meet our compliance obligations. Through the ISO programs framework, we've reduced office waste, reduced the use of single-use cups, and enhanced our recycling programs.

U.S. Environmental Protection Agency's (EPA's) SmartWay® Partnership

Echo participates in the EPA's SmartWay Transport Partnership program to measure, benchmark, and improve its environmental footprint. Echo supports a relationship between our carrier network, shippers, and SmartWay. Echo actively encourages its carriers to register with SmartWay. We're committed to SmartWay's goal of assisting freight shippers, carriers, and logistics companies to help improve fuel efficiency and save money.



Use of SmartWay-Certified Carriers

Echo's commitment to using SmartWay-certified carriers has prevented approximately 36,072 metric tons of carbon dioxide emissions from polluting the environment.



Echo Recognized as a Green Supply Chain Award Winner

Echo is also a multiyear winner of the Green Supply Chain Partner award from Inbound Logistics.





**HEALTH-ADE
KOMBUCHA**

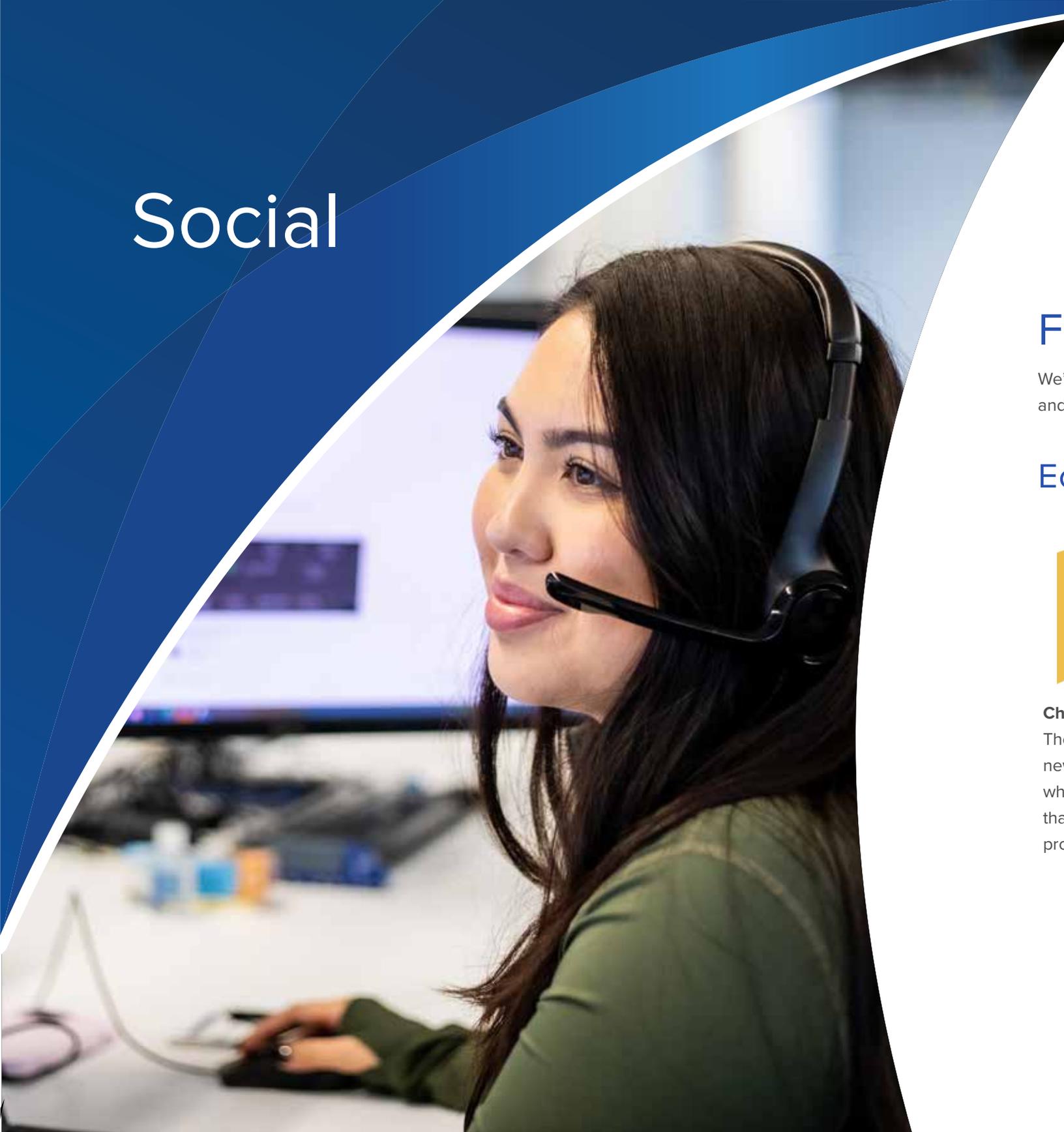
Customer Spotlight

We're very proud of a recent partnership we began with Health-Ade, a large beverage company, that signed on with Echo's Managed Transportation team in mid-2022. Health-Ade is extremely conscious of the effect it has on the environment, and provides informative updates on its website about reducing its carbon footprint, waste, use of recycled materials, and how the company employs water-saving technology. The company also acknowledges its reduced truck mileage.

Echo worked with Health-Ade to help move refrigerated orders from a single point of origin in California to grocers nationwide. Health-Ade requested that we report the total number of miles per case, and compared with Health-Ade's previous provider, our consolidation efforts have reduced miles per case by approximately 40%. Additionally, we reduced transit time and cut out unnecessary stops at terminal locations as less time on a truck translates to fewer fuel emissions. Echo is proud of the work our Consolidation and Managed Transportation teams have done in conjunction with Health-Ade.



Social



Fostering Culture at Echo

We've always believed that our employees are our greatest asset. Our teams are resilient, high performing, and support one another, allowing for the creation of a positive workplace environment.

Echo Recognized as a Best Place to Work



Chicago Tribune 2022 Top Workplaces

The Chicago Tribune included Echo in the newspaper's 2022 Top Workplaces list, which honors Chicagoland companies that create and sustain a positive and productive workplace culture.



2022 Best and Brightest Companies to Work For

For the ninth year, the National Association for Business Resources included Echo on its list of Chicago's Best and Brightest Companies to Work For. Scores from confidential employee surveys determine the winners for this award. The surveys focused on organizations' efforts to create welcoming and inclusive environments to attract and retain exemplary employees.



Rewarding Our Employees

Compensation

We continue to invest in our incentive compensation programs to promote healthy business outcomes. We partner with multiple benchmarking and compensation survey companies to ensure that we remain competitive in the marketplace and fair in the treatment of our employees. Since our initial report in 2019, Echo increased pay for our client and carrier representatives – two of our biggest teams. This change affected nearly 300 new hires.

Benefits

Continued investment in our benefits portfolio has proved to be important for employee engagement and retention. In 2022, Echo continued to provide top-tier employee medical coverage at market-competitive rates, as well as a 401(k) program with a robust employer match. Echo has broadened its benefits portfolio to focus on all aspects of employee wellness. We have rolled out programs to provide employees with greater access to child and home care, pet insurance, and access to wellness platforms. We believe these benefits ensure that employees can perform their best whether at home or at the office.

Employee Recognition

In conjunction with our return to the office in May, we launched a companywide employee recognition platform, allowing managers and staff to send shoutouts and points to one another. From May to December 2022, our team sent 14,769 shoutouts.

Continuous Learning

Training

We continued to expand our best-in-class training programs for sales and operations throughout the year. Topics included an understanding of the third-party logistics (3PL) industry, customer service best practices, sales methodology, and Echo as a whole. All new hires in customer and carrier representative roles participate in at least seven weeks of training, followed by three to five months of continuing education and mentorship. All new hires in operations receive four weeks of intensive training, followed by two to three months of continuing education.

Mentoring Program

In 2022, we ran a pilot for a new mentorship program in which we matched employees with senior leaders to establish a mentor/mentee relationship. We encouraged participants to meet monthly with their mentors to ask questions, discuss career growth, address development gaps, and learn from senior leaders. Through a post-program feedback survey, 81% of participants rated the program highly, and 94% met with their mentors more than four times throughout the program.

Many Voices: One Echo – Employee Engagement

In 2022, we launched a biannual employee engagement survey measuring diversity and inclusion, agility and resilience, psychological safety, burnout, workplace engagement, and leadership. With this data, we plan to take meaningful action to address the results we gathered.

Learning and Development Offerings

At Echo, we're always looking for ways to foster career development and teach new skills inclusively and without bias. To do this, we offer a selection of workshops covering topics such as listening with empathy, performance coaching, and unconscious bias, among others.



Diversity, Equity, and Inclusion

Our Mission

We drive our business forward by creating an environment where all can thrive. We're committed to a thoughtful and comprehensive DEI approach that defines us as a company that people aspire to work for, buy from, and partner with.

Our Approach

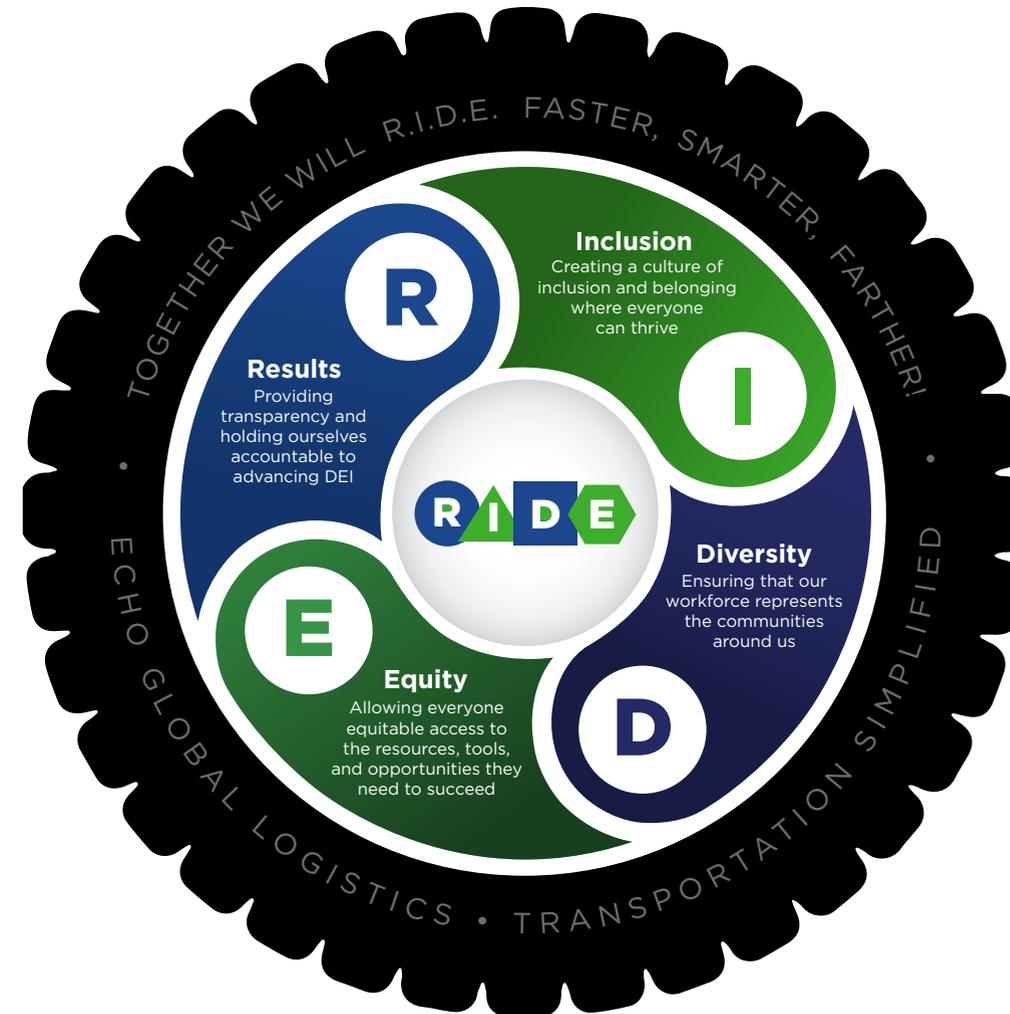
DEI at Echo is an ongoing learning journey that challenges our beliefs, assumptions, and processes. This learning journey provides us with a new way of seeing and engaging with the world and allows us to step outside of our comfort zones and gain new perspectives. We all have something to offer. We all have something to learn.

Our Framework

Echo's R.I.D.E. Framework provides a structured approach to achieving business results through DEI. Specifically,

- R Results:** We launched our R.I.D.E. Framework, developed a governance model to help manage DEI, began tracking questions around DEI in our new employee engagement survey, and initiated DEI reporting for the business units.
- I Inclusion:** We're all responsible for creating a culture of inclusion and belonging, so everyone can thrive.
- D Diversity:** We'll continue to build a diverse pipeline so that our workplace represents the communities around us.
- E Equity:** We're committed to giving everyone equitable access to the resources, tools, and opportunities they need to succeed.

The R.I.D.E. Framework



R.I.D.E. Governance Structure

Broad | Aligned | Connected | Reinforced

R.I.D.E. Advisory Board

CEO (Chair), Exec Team, DEI Leader, ESG Leader, BRG Exec Sponsors,
Business and Functional Leaders

Board provides leadership and accountability for the DEI vision and strategic direction



R.I.D.E. Regional Council

DEI Leader (Chair), Selected DEI/HR Leaders,
Branch Office Leaders (2-3 per office)

RRC supports the execution and alignment of companywide DEI strategies and initiatives at the local level.



Business Resource Groups

DEI Team, BRG Exec Sponsors, BRG Leads,
BRG Committee Chairs, BRG Members

BRGs support the execution and alignment of companywide DEI strategies and initiatives through member activities that focus on employees, community, and business.

M.E.R.G.E.	Women	Pride	Families	Military
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Multiple Stakeholders

Colleagues | Clients | Carriers | Communities | Company Investors

The Echo Way

Together, We'll R.I.D.E. Faster, Smarter, Farther!

We recently updated our R.I.D.E. framework to include a regional council to better incorporate perspectives from all of Echo's offices. In 2022, we made progress on our journey. A few highlights by pillar include:

- **Results** — We continued to develop our R.I.D.E. Framework, began tracking questions around DEI in our new employee engagement survey, and initiated DEI reporting for the business units.
- **Inclusion** — We introduced Inclusive Leadership training, DrivE-In Movie series (a movie program to grow the mindset), Viewpoints (our external speaker series), and enhanced our unconscious bias training.
- **Diversity** — We continued to refine our diversity recruiting plan and insert DEI into our branding efforts.
- **Equity** — We participated in the McKinsey/LeanIn Women in the Workplace report to benchmark our talent pipeline, policies, and benefits.

Supplier Diversity

In 2022, we launched a supplier diversity strategy aligned with our R.I.D.E. framework. We're committed to fostering inclusive procurement practices that enhance economic opportunities for all of our suppliers, including small businesses and those that come from diverse/disadvantaged communities. By reducing potential barriers and developing sustained relationships with these types of partners, we provide superior value to our clients and achieve long-term success as a company.



Our Business Resource Groups (BRGs)

BRGs are important because they provide a supportive space, foster inclusivity, promote cultural awareness, and provide a better employee experience.

In 2022, we relaunched our employee-led BRGs under our R.I.D.E. framework. Our five BRGs drive employee engagement and foster connections throughout the company. The BRGs focus on educating our employees about cultural celebrations and serving their members, including those who self-identify, as well as allies. Through career development and by building strong connections through networking, these groups elevate underserved and marginalized communities.

In addition to the numerous events that our BRGs offered throughout the year, we hosted the first BRG Fair to share our achievements with fellow employees and to attract new members. Each BRG did a fantastic job highlighting its mission accomplishments, and opportunities for involvement. To reach all employees, we offered in-person and virtual events. Attendees had the opportunity to win cool prizes and connect with our senior leaders.



In Our Community

In 2022, our BRGs led community outreach, allowing members to partner with community organizations to elevate underserved groups through sponsorship and volunteer activities. Highlights of our 2022 BRG community outreach include:

Pride — Pull for Pride event sponsorship — The national fundraising event, [Pull for Pride](#), happens every June and invites athletes of all gender identities, sexual orientations, ages, backgrounds, and abilities to share their strength in a deadlift competition. Our company was a title sponsor for the Chicago event, where we also had an employee athlete compete! The event raised \$6,000 in donations for [Brave Space Alliance](#).

Multiethnic Resource Group for Everyone (M.E.R.G.E.) — Winter Coat Drive — We partnered with the [Hanover Township Foundation](#), a Chicago-area nonprofit, to support families in need. The group ran a coat drive during November and collected 139 new coats! The event was such a success that we're continuing with an all-year call for coats to support the organization.

Women at Echo — [Girls on the Run](#) — We're a corporate sponsor for Girls on the Run and participated in two large racing events in Chicago as event volunteers. Duties included partnering with the Chicago Area Runners Association, managing setup and teardown of course signs, and ensuring participants remained on course and safe.

Echo Families — The [Honeycomb Project](#) is a Chicago-based nonprofit aggregator that partners with local nonprofits on volunteerism opportunities for participants of all ages and abilities. The Honeycomb team connected us with an opportunity in which 130 Chicago employees and their chosen family members spent a day creating 16 blankets, 17 board books, and a handful of puzzle/activity books for children at Lurie Children's Hospital of Chicago.

Military — Letters to the Troops — During Veterans Day week every year, our Military BRG holds a holiday letter-writing extravaganza to procure holiday well wishes for military troops through [Operation Gratitude](#).



EchoGives

Our annual charitable campaign allows employees to donate to nonprofits of their choice. In 2022, our campaign yielded a 15% year-over-year donation increase, which our company generously matched dollar-for-dollar, achieving a record campaign total.



Talent Acquisition

We continue to build a diverse workforce and talent pipeline so that our workplace more accurately represents the communities around us. From highlighting DEI in our branding efforts to mitigating bias in our recruiting processes, we're achieving results. Since 2020, Echo's percentage of new hires, including women and Black, Indigenous, and People of Color (BIPOC), has continued to grow, up to 39% and 44%, respectively.

Recent efforts highlighting our commitment to diverse recruiting practices include:

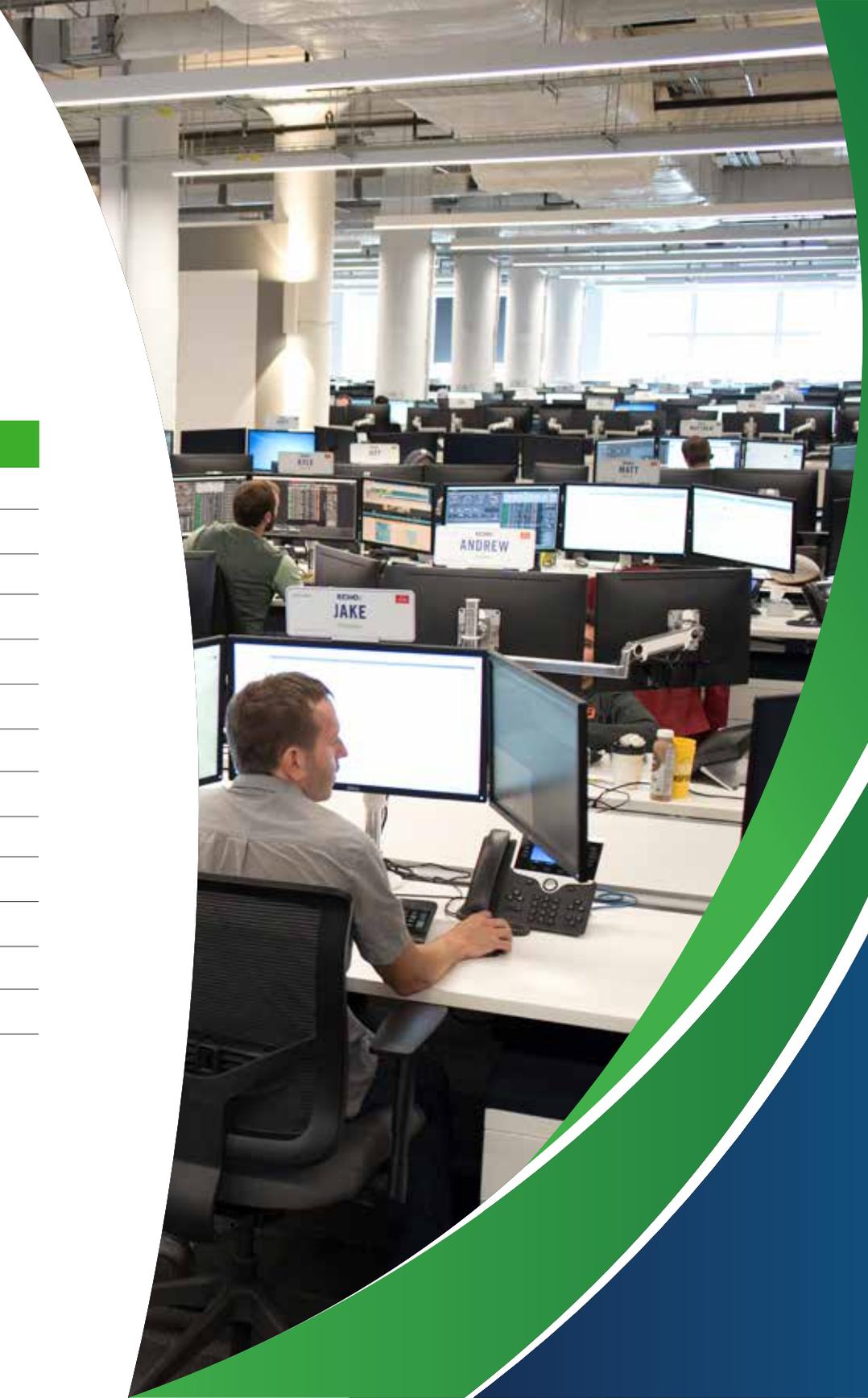
- Partnering with 15 historically Black colleges and universities (HBCUs)
- Directing recruitment from nontraditional recruiting sources
- Leveraging diversity-focused sourcing technology and techniques to improve diversity of candidate slates
- Introducing unconscious bias and diversity-sourcing training to assist recruiters
- Standardizing the interview process and interview questions to mitigate bias
- Leveraging BRGs to increase future referrals
- Championing BRG and DEI initiatives in our general recruiting efforts on LinkedIn
- Attending military hiring events and starting a partnership with Transition Assistance Program on military bases to recruit those transitioning out of the military

Social Metrics

Metric	2020	2021	2022
Number of Employees	2,571	2,422	2,550
Number of New Hires	611	793	715
Percentage of Women in Workforce	31%	32%	33.5%
Percentage of Women in Management*	30%	31%	33.2%
Percentage of BIPOC in Workforce	29%	31%	33.1%
Percentage of BIPOC in Management*	15%	18%	20.4%
Percentage of Women in New Hires	33%	36%	38.6%
Percentage of BIPOC in New Hires	31%	40%	44.3%
Overall Hours of Training Provided	101,369	140,864	135,724
Training Hours Per Employee**	39	58	54
Voluntary Turnover Rate for Employees	14%	26%	20.2%
Involuntary Turnover Rate for Employees	7%	3%	3.2%
Percentage of Employees Earning At Least Minimum Wage	100%	100%	100%

*Management is defined as employees with the title of Manager or above.

**Includes training hours conducted as part of Echo University. Training hours can vary by department/role.





Governance

We recognize the importance of ethical conduct and reliable governing practices. Our leadership team emphasizes these principles as a daily model and conveys their importance to our business philosophy.

One of Echo's core values, "Do What's Right," embodies the concept of operating ethically and in compliance with all laws applicable to our business.

Echo's employee code of conduct provides guidance on key issues such as conflicts of interest, fair dealing, the Foreign Corrupt Practices Act, and intellectual property protection. Our Human Resources Department disseminates, maintains, and updates the code of conduct.

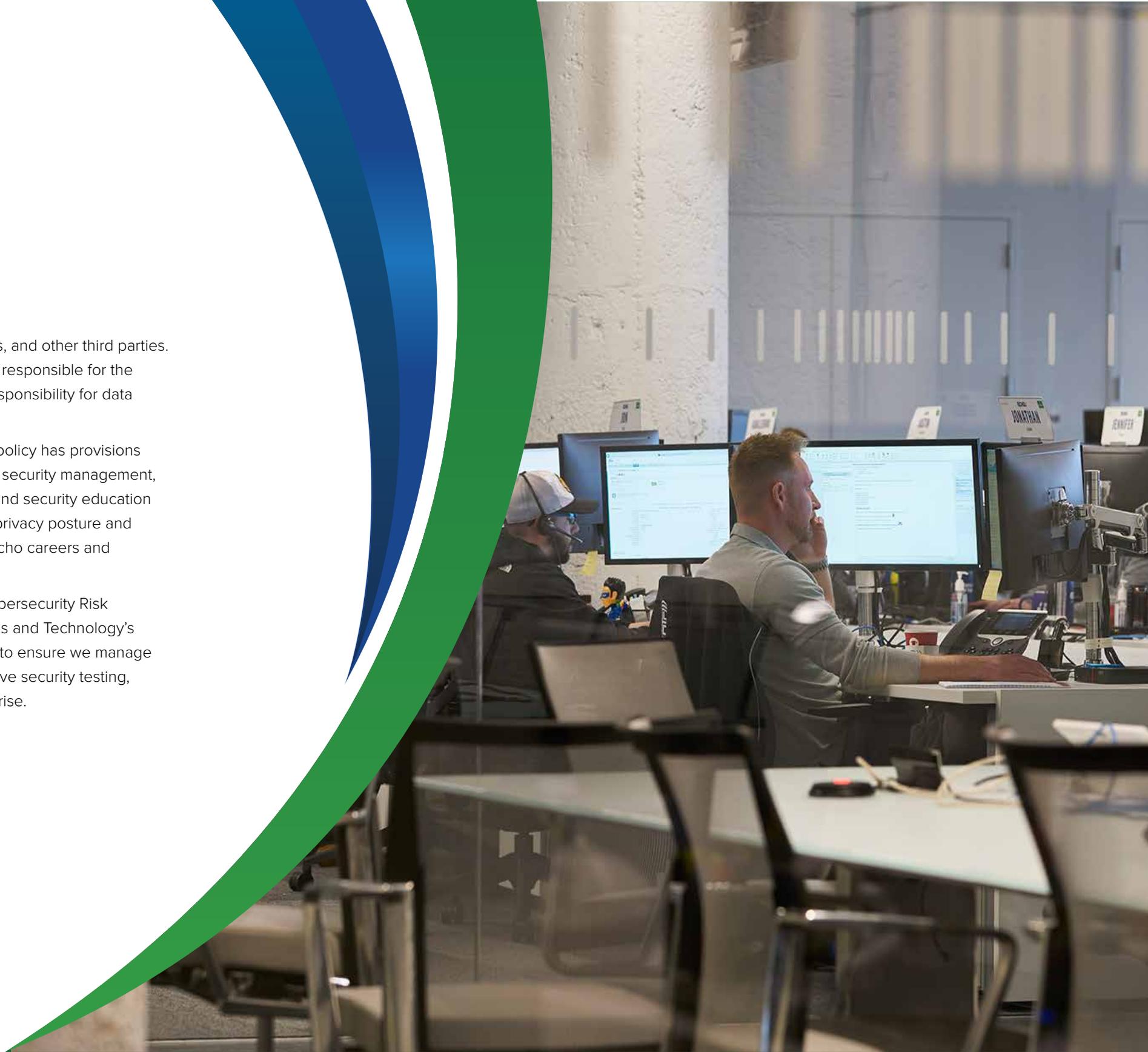
We introduced our ESG Steering Committee in 2020. The committee assesses climate-related risks and opportunities, health and safety, corporate social responsibilities, and related matters. Since then, the committee has added new members to its cross-functional team and expanded its focus.

Cybersecurity and Data Privacy

Cybersecurity and data privacy are critical to Echo, our employees, clients, carriers, and other third parties. Echo's cybersecurity teams report directly to the Chief Information Officer and are responsible for the day-to-day security of Echo's network, data, endpoint, and application security. Responsibility for data privacy is shared between our IT Department and Legal Department.

Echo maintains a robust security policy that our leadership reviews annually. This policy has provisions for acceptable use, access control, antivirus, disaster recovery, incident response, security management, firewall/network security, passwords, physical security, risk assessment, auditing, and security education and awareness. We recognize employees are at the heart of Echo's security and privacy posture and provide appropriate security and data handling training at the beginning of their Echo careers and annually thereafter.

We evaluate security risks regularly. Our team also maximizes the annual Echo Cybersecurity Risk Management program, which is aligned with the U.S. National Institute of Standards and Technology's framework. Additionally, Echo regularly and actively tests our security procedures to ensure we manage and mitigate new threats properly. The ongoing risk evaluation, along with the active security testing, contributes to a road map that continually mitigates potential threats to our enterprise.



Whistleblower Hotline

Echo's anonymous hotline gives employees, clients, carriers, and other third parties a forum to express concerns or report issues of impropriety.

Metric	2020	2021	2022
Number of Confirmed Incidents of Corruption, Fraud, or Bribery	0	0	0
Number of Confirmed Incidents of Noncompliance with Laws or Regulations	0	0	0



Appendix

SASB Reference Table			
SASB Code	Topic	Accounting Metric	Cross-Reference or Answer
General Information			
Metrics & Targets	General Information	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Environmental Section
SASB - TR-AF-110a.1	Greenhouse Gas Emissions	Gross global Scope 1 emissions (metric tons CO2e)	Environmental Impact Table
SASB - TR-AF-110a.2	Greenhouse Gas Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	Environmental Impact Table
SASB - TR-AF-110a.3	Greenhouse Gas Emissions	Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable	Environmental Impact Table
SASB - TR-AF-120a.1	Air Quality	Air emissions of the following pollutants (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	Environmental Impact Table
SASB - TR-AF-310a.1	Labor Practices	Percentage of drivers classified as independent contractors	N/A
SASB - TR-AF-310a.2	Labor Practices	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Tracked but not externally reported
SASB - TR-AF-320a.1	Employee Health & Safety	(1) Total recordable injury rate and (2) fatality rate for (a) full-time employees and (b) contract employees	N/A
SASB - TR-AF-430a.1	Supply Chain Management	Percentage of carriers with BASIC percentiles above the FMCSA intervention threshold	N/A
SASB - TR-AF-430a.2	Supply Chain Management	Total greenhouse gas (GHG) footprint across transport modes	Environmental Impact Table
SASB - TR-AF-540a.1	Accident & Safety Management	Description of implementation and outcomes of safety management system	N/A
SASB - TR-AF-540a.2	Accident & Safety Management	Number of aviation accidents	N/A
SASB - TR-AF-540a.3	Accident & Safety Management	Number of road accidents and incidents	Tracked but not externally reported
SASB - TR-AF-540a.4	Accident & Safety Management	Safety measurement system BASIC percentiles for: (1) unsafe driving, (2) hours-of-service compliance, (3) driver fitness, (4) controlled substance/alcohol, (5) vehicle maintenance, and (6) hazardous material compliance	N/A
SASB - TR-AF-000.A	Activity Metrics	Revenue ton kilometers (RTK) for: (1) road transport and (2) air transport (see NOTE 1)	N/A
SASB - TR-AF-000.B	Activity Metrics	Load factor for (1) road transport and (2) air transport (See NOTE 2)	N/A
SASB - TR-AF-000.C	Activity Metrics	Number of employees, number of truck drivers	2,550 employees; 0 truck drivers



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