

C0. Introduction

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C0.1

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(C0.1) Give a general description and introduction to your organization.

Forward Air is a leading asset-light provider of transportation services across the United States, [CdD1] Canada and Mexico. For over 40 years, Forward has grown into a leading ground transportation provider and related shipping services to the North American air freight and expedited less-than-truckload (LTL) market. The depth and breadth of our transportation service portfolio continue to grow to meet our customers' unique shipping needs and includes expedited less-than-truckload services (including local pick-up and delivery), shipment consolidation/deconsolidation, warehousing, and customs brokerage by utilizing a comprehensive national network of terminals. In addition, we offer final mile (FM) services (including delivery of heavy-bulky freight), truckload (TL) brokerage services (including dedicated fleet services), intermodal, first-and last-mile, high-value drayage services (both to and from seaports and railheads) as well as dedicated contract and Container Freight Station warehouse and handling services.

We untangle the complexities of surface shipping for businesses of all sizes, delivering a reliable alternative to air transportation that is accelerated, time-definite, and cost-effective.

The wholesale transportation community—logistics companies, freight forwarders, integrated air cargo carriers, passenger/cargo airlines, and non-traditional shippers—look to Forward as a single-source provider who can deliver more ground transportation services and a superior menu of choices.

A commitment to sustainability is interwoven into the fabric of our company. Our expedited LTL legacy service reduces carbon emissions as truck miles emit less carbon than air miles. We continue to evolve our approach to air quality practices and reducing emissions because a focus on sustainability is the right thing to do for our employees, customers, and the environment.

For more information, visit our website at [www.forwardaircorp.com](http://www.forwardaircorp.com)

C0.2

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(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1 2022

End date

December 31 2022

Indicate if you are providing emissions data for past reporting years

Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for

1 year

Select the number of past reporting years you will be providing Scope 2 emissions data for

1 year

Select the number of past reporting years you will be providing Scope 3 emissions data for

1 year

C0.3

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(C0.3) Select the countries/areas in which you operate.

Canada

Mexico

United States of America

C0.4

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(C0.4) Select the currency used for all financial information disclosed throughout your response.  
USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.  
Operational control

C-T00.7/C-TS0.7

(C-T00.7/C-TS0.7) For which transport modes will you be providing data?  
Light Duty Vehicles (LDV)  
Heavy Duty Vehicles (HDV)

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	FWRD

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?  
Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	In 2019, Forward’s Board of Directors amended the Corporate Governance and Nominating (CG&N) Committee Charter to direct the CG&N Committee to explicitly oversee our efforts related to ESG matters and manage climate-related risks and opportunities. At least twice a year, the CG&N Committee is updated on each of these topics and provides feedback and direction that it deems appropriate. The CG&N Committee is responsible for overseeing and monitoring management’s strategies and execution of issues to navigate environmental risk by reviewing annual results related to environmental initiatives. In 2021, Forward established our ESG Steering Committee. The ESG Steering Committee is made up of our Chief Financial Officer, Chief Legal Officer, Chief People Officer, Chief Operating Officer, SVP of Safety and Chief Information Officer and is responsible for oversight of our ESG risks, strategy and reporting. The Committee meets on an as-needed basis and works together with our Head of Corporate ESG to define and execute our ESG strategy and roadmap.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Reviewing innovation/R&D priorities Reviewing and guiding strategy Overseeing the setting of corporate targets Monitoring progress towards corporate targets Overseeing and guiding public policy engagement Overseeing value chain engagement Reviewing and guiding the risk management process	<Not Applicable>	The Corporate, Governance, and Nominating (CG&N) Committee of the Board assists the Board in overseeing our ESG strategy and initiatives, including those related to climate change. At least annually, the full Board reviews and discusses ESG and sustainability strategies and programs with senior leadership, including our Head of ESG. Our full Board may consider and guide strategy regarding new technology for equipment on our assets to reduce our emissions or for system to optimize our assets and any major capital expenditures related to such technology or systems.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	There is board-level oversight of climate-related issues within the organization. Our board members have awareness of impact of GHG emissions on the climate and the specific contributions of Forward to such emissions, and knowledge of the options to reduce and mitigate such emissions. They regularly attend presentations on these topics and have direct involvement in receiving and evaluating climate change related information relevant to Forward and the transportation sector.	<Not Applicable>	<Not Applicable>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Chief Executive Officer (CEO)

Climate-related responsibilities of this position

Assessing climate-related risks and opportunities  
Managing climate-related risks and opportunities

Coverage of responsibilities

<Not Applicable>

Reporting line

Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line

Annually

Please explain

The CEO meets with the Head of Corporate ESG on a regular basis to discuss, assess and manage climate-related risks and opportunities.

Position or committee

Other C-Suite Officer, please specify (Head of Corporate ESG)

Climate-related responsibilities of this position

Assessing climate-related risks and opportunities  
Managing climate-related risks and opportunities

Coverage of responsibilities

<Not Applicable>

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain

Reporting to the CGN Committee Quarterly and full BOD annually.

Position or committee

Other committee, please specify (ESG Steering Committee)

Climate-related responsibilities of this position

Assessing climate-related risks and opportunities  
Managing climate-related risks and opportunities

Coverage of responsibilities

<Not Applicable>

Reporting line

Corporate Sustainability/CSR reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Not reported to the board

Please explain

The Committee meets on an as-needed basis and works together with our Head of Corporate ESG to both assess and manage climate-related risks and opportunities.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	N/A

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

All employees

Type of incentive

Non-monetary reward

Incentive(s)

Internal team/employee of the month/quarter/year recognition

Performance indicator(s)

Progress towards a climate-related target  
Implementation of an emissions reduction initiative

Incentive plan(s) this incentive is linked to

Not part of an existing incentive plan

Further details of incentive(s)

Our internal recognition opportunities primarily consist of featuring specific locations and/or team members in enterprise communications. These opportunities are utilized to incentivize and reward team members who play a role in making our business environmentally sustainable. Specific programs focused on reducing idling, changing driver behavior and reducing waste also have award and recognition programs for team members who are dedicated to our sustainability causes.

Explain how this incentive contributes to the implementation of your organization’s climate commitments and/or climate transition plan

Through our internal Sustainability Task Force programs, we have incorporated sustainable business practices across our business to reduce waste through recycling, composting and responsible sourcing. Employees are also focused on identifying and implementing behavior change as it relates to energy usage and fuel emissions through training and education campaigns at the driver level and beyond. Forward encourages all employees to contribute to these practices through our internal recognition opportunities.

Entitled to incentive

All employees

Type of incentive

Monetary reward

Incentive(s)

Bonus – set figure

Performance indicator(s)

Implementation of employee awareness campaign or training program on climate-related issues

Incentive plan(s) this incentive is linked to

Not part of an existing incentive plan

Further details of incentive(s)

Forward offers monetary awards to employees for promoting or implementing sustainable practices within the organization.

Explain how this incentive contributes to the implementation of your organization’s climate commitments and/or climate transition plan

Through employee engagement and progress towards a more sustainable workplace.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?  
Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	3	
Medium-term	3	17	
Long-term	17	27	

C2.1b

**(C2.1b) How does your organization define substantive financial or strategic impact on your business?**

Forward Air uses a tiered structure to evaluate risks based on the percent of net income that could be affected, along with a graduated assessment of reputational risk and compliance with law, with the following five levels:

-Less than 1% of net income: No impact on operations or reputation

-1% - 5% of net income: Impact noticeable but manageable for operations; Reputational harm at the local level but recoverable

-5% - 10% of net income: Impact on operations at one site or line of business, requiring careful management; Reputational harm at regional level, somewhat recoverable. Forward considers this tier and the following tiers to be defined as substantive financial or strategic impacts.

-10% - 15% of net income: Impact on operations at multiple sites or lines of business, requiring careful management; Reputational harm at national level, somewhat recoverable

-Greater than 15% of net income: Impact on operations across entire organization; Sustained reputational harm at national or international level

## C2.2

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**(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.**

**Value chain stage(s) covered**

Direct operations  
Upstream  
Downstream

**Risk management process**

Integrated into multi-disciplinary company-wide risk management process

**Frequency of assessment**

More than once a year

**Time horizon(s) covered**

Short-term  
Medium-term  
Long-term

**Description of process**

Throughout the year, management provides regular updates to the Board on Forward's progress towards our initiatives and long-term goals, enterprise risk management across all time horizons and compliance matters. The Board accomplishes much of its work through committees, which undertake work delegated by the Board, make recommendations to the Board for discussion and action, and enhance Board productivity. These committees are responsible for assessing and responding to climate-related risks and opportunities. The Corporate Governance and Nominating (CG&N) Committee has official oversight over ESG. At least twice a year, the CG&N committee reviews relevant ESG policies and activities and provides feedback and oversight regarding these topics to reduce risk and take action on opportunities.

Forward Air also leverages its leadership team to manage ESG risks and opportunities. To facilitate our Sustainability initiatives, in Q1 2020, Forward appointed a Head of Corporate ESG, who reports directly to the CEO. The Head of Corporate ESG works closely with the Chief Legal Officer, the Chief People Officer, the Chief Financial Officer, the Chief Commercial Officer, and the SVP of Safety to identify climate related risks & opportunities, improvement activities and ESG priorities. We are continuing to assess our governance structure to maximize the effectiveness of this role.

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## C2.2a

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**(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?**

	Relevance & Inclusion	Please explain
Current regulation	Relevant, always included	Forward Air monitors existing climate-related regulations, including those related to fuel efficiency, vehicle emissions and fuel types, and assesses the potential risks associated with non-compliance.
Emerging regulation	Relevant, always included	Forward Air monitors existing and forthcoming climate regulations, including the proposed SEC regulations for climate disclosure, electric vehicle requirements, potentially more stringent fuel efficiency and emission requirement, and assesses the potential risks associated with non-compliance.
Technology	Relevant, always included	As climate-related regulations strengthen, Forward Air is exploring technology opportunities to reduce our emissions and increase our energy efficiency. There are also risks associated with transitioning to new technologies, including high upfront costs, a lack of infrastructure to support these new technologies (e.g., EV charging and CNG/LNG refueling stations and the availability of alternative fuels such as biodiesel and renewable diesel), and maintenance and reliability concerns.
Legal	Relevant, always included	Forward Air monitors existing and forthcoming climate regulations, including the proposed SEC regulations for climate disclosure, and assesses the potential risks associated with non-compliance.
Market	Relevant, always included	Forward Air monitors changing consumption patterns that could affect our overall business model. As climate regulations and actions accelerate, consumers may change their spending and buying patterns as it relates to transportation in an effort to reduce their own emissions. Climate change strategies may also provide competitive advantages in the market. Additionally, regulations or other uncertain market conditions could cause drastic fluctuations in fuel prices, which are a key cost driver for transportation companies like Forward Air.
Reputation	Relevant, always included	Forward Air is aware of the reputational risks associated with climate change, including with respect to the transportation sector and its linkages to the global supply chain. Even without any new legislation or regulation, increased public concern regarding greenhouse gases emitted by the transportation sector could harm the reputations of logistics companies and shift consumer demand toward more locally sourced products and away from internet-based and other purchasing practices that depend on our services.
Acute physical	Relevant, sometimes included	This year Forward Air performed an initial physical scenario analysis using IPCC scenarios for some of our largest and most important facilities and offices. Going forward we plan to expand this analysis to a broader range of sites and incorporate the results into future site selection and operational management.
Chronic physical	Relevant, sometimes included	This year Forward Air performed an initial physical scenario analysis using IPCC scenarios for some of our largest and most important facilities and offices. Going forward we plan to expand this analysis to a broader range of sites and incorporate the results into future site selection and operational management.

**C2.3**

**(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

Yes

**C2.3a**

**(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Risk 1

**Where in the value chain does the risk driver occur?**

Upstream

**Risk type & Primary climate-related risk driver**

Market	Uncertainty in market signals
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**Primary potential financial impact**

Increased direct costs

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

As a transportation company, one of Forward Air's largest costs is for fuel for our vehicles. Uncertainty in market signals or other regulatory (e.g., climate-related regulations that affect the availability of certain fuels or that mandate the use of renewable fuels) or political changes could lead to sudden or sustained higher fuel costs which would have a large financial impact on our operations.

**Time horizon**

Medium-term

**Likelihood**

More likely than not

**Magnitude of impact**

Medium-high

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Forward has not yet quantified the financial impact of this risk.

**Cost of response to risk**

0

**Description of response and explanation of cost calculation**

Forward Air is exploring alternative fuel vehicles such as electric and CNG/LNG vehicles that would be shielded from price increases for diesel as well as initiatives to reduce idling time, improve the aerodynamic efficiency of vehicles and trailers, and improved driving behaviors that would result in improved fuel efficiency. The idle time reduction initiative is currently underway improve our fleet's fuel efficiency, and we plan to pilot the use of alternative fuel and electric vehicles within the next few years.

**Comment**

Forward has not yet quantified the financial impact of this risk.

**Identifier**

Risk 2

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Emerging regulation	Enhanced emissions-reporting obligations
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**Primary potential financial impact**

Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Potential climate-related regulations such as those that would require decreased emissions, increased fuel efficiency, or requirements to use renewable fuels or electric vehicles could require changes to strategy, vehicle technology, and our day-to-day operations with resulting increased costs in order to ensure compliance with these regulations. Changes in climate change disclosure requirements, such as those proposed by the SEC, could result in additional public or market pressures to decrease greenhouse gas emissions, potentially imposing increased costs. Some of these costs might be offset by increased efficiencies.

**Time horizon**

Short-term

**Likelihood**

Very likely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Forward has not yet quantified the financial impact of this risk.

**Cost of response to risk**

0

**Description of response and explanation of cost calculation**

Forward Air is taking active steps to measure and decrease our impact and greenhouse gas emissions. In 2022, we completed our first greenhouse gas (GHG) inventory and disclosed our emissions for 2019, 2020 and 2021 in our ESG Report. Moving forward, we will continue to measure and disclose our GHG emissions by completing a GHG inventory and publishing the result in our annual ESG Report. We will also publish our first Taskforce on Climate-Related Financial Disclosures (TCFD) report this year (2023).

Forward Air is continually evaluating emission reduction initiatives to implement in the short and long-term. We are exploring alternative fuel vehicles such as electric and CNG/LNG vehicles that would be shielded from price increases for diesel, as well as the use of alternative fuels such as biodiesel and renewable diesel in existing vehicles to reduce our emissions through our existing fleet. Other existing emission reduction initiatives include reducing driver idling time, implementing more sustainable driving behaviors, participating in pilots with new technologies and increasing the use of more energy-efficient technologies in our facilities.

Forward is also registered in U.S. EPA's SmartWay program. SmartWay is a U.S. EPA program aimed at encouraging participants to adopt fuel-saving technologies and operational practices while helping them save fuel, lower costs and reduce adverse environmental impacts.

**Comment**

Forward has not yet quantified the cost of responding to this risk

**Identifier**

Risk 3

**Where in the value chain does the risk driver occur?**

Downstream

**Risk type & Primary climate-related risk driver**

Market	Changing customer behavior
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**Primary potential financial impact**

Decreased revenues due to reduced demand for products and services

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

As the expectations of external stakeholders around climate action increase, Forward Air could face decreased revenue as customers choose purchasing patterns that are perceived to be more sustainable and have lower GHG emissions in order to reduce their own "climate change footprints". These pressures could come directly from commercial customers or indirectly through changed consumer behaviors aimed at reducing the use of transportation associated with their purchasing decisions. An increased focus on sustainability may result in new customer requirements that could negatively affect our financial results through additional direct costs or a need to make changes to our operations in order to comply with any new customer requirements. We could also lose revenue if our customers divert business from us if we do not comply with their sustainability requirements.

**Time horizon**

Medium-term

**Likelihood**

About as likely as not

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Forward has not yet quantified the financial impact of this risk.

**Cost of response to risk**

0

**Description of response and explanation of cost calculation**

Forward Air is taking active steps to measure and improve our performance on sustainability. In 2022, we completed our first greenhouse gas (GHG) inventory and disclosed our emissions for 2019, 2020 and 2021 in our ESG Report. Moving forward, we will continue to measure and disclose our GHG emissions by completing a GHG inventory and including it in our annual ESG Report. We will also publish our first Taskforce on Climate-Related Financial Disclosures (TCFD) report this year (2023).

**Comment**

Forward has not yet quantified the cost of responding to this risk

**C2.4****(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

Yes

**C2.4a****(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.****Identifier**

Opp1

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Energy source

**Primary climate-related opportunity driver**

Use of new technologies

**Primary potential financial impact**

Reduced direct costs

**Company-specific description**

Forward Air is currently exploring the use of electric trucks that have the potential to reduce our operating costs, including fuel and maintenance costs. We are also exploring electrification of other equipment in our facilities, including yard horses and forklifts, that could also yield savings on fuel and maintenance costs over time.

Forward Air leases the vast majority of its facilities and corporate offices and will continue to work with our landlords on viable sustainable initiatives including LED lighting and renewable energy programs.

**Time horizon**

Medium-term

**Likelihood**

Very likely

**Magnitude of impact**

Medium-high

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Forward has not yet quantified the financial impact of this opportunity.

**Cost to realize opportunity**

0

**Strategy to realize opportunity and explanation of cost calculation**

Forward Air's current strategy to realize this opportunity is implementing small pilots of these new technologies into our fleet to understand their impact on fuel and maintenance costs as well as driver comfort and operability and expanding use of new technologies based on the results of these pilots. We are also engaging with landlords to implement more sustainable technologies into our facilities and offices.

One example of a new technology we have recently piloted is our partnership with carbon capture company Remora. In 2022, Forward reserved ten of Remora's mobile carbon capture devices for a pilot project tentatively scheduled for the second half of 2023. According to Remora, its devices capture at least 80% of a semi-truck's carbon emissions directly from the tailpipe, after which it delivers the captured carbon to end-users that Remora states will provide long-term storage. This partnership aimed at supporting innovative technology is an example of our decarbonization strategy and a demonstration of our commitment to sustainability efforts.

**Comment**

Forward has not yet quantified the cost of responding to this opportunity

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**Identifier**

Opp2

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Energy source

**Primary climate-related opportunity driver**

Use of lower-emission sources of energy

**Primary potential financial impact**

Reduced direct costs

**Company-specific description**

Alternative fuels like biodiesel and renewable diesel could serve as lower-emissions sources of energy that we can use in our existing fleet as we explore implementing more alternative fuel vehicles like electric and CNG/LNG trucks in the longer term.

**Time horizon**

Medium-term

**Likelihood**

About as likely as not

**Magnitude of impact**

Medium-low

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Forward has not yet quantified the financial impact of this opportunity.

**Cost to realize opportunity**

0

**Strategy to realize opportunity and explanation of cost calculation**

As part of assessing changes to our current vehicle fleet we are also exploring increasing our use of alternative fuels like biodiesel and renewable diesel.

**Comment**

Forward has not yet quantified the cost of responding to this opportunity

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**Identifier**

Opp3

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Resource efficiency

**Primary climate-related opportunity driver**

Other, please specify (More efficient use of existing assets)

**Primary potential financial impact**

Reduced direct costs

**Company-specific description**

In addition to the use of lower-emitting fuels and technologies in our fleet, Forward Air is also exploring other ways to improve existing resource efficiency such as idle time reduction, improving vehicle/trailer aerodynamics, and more sustainable driving behaviors.

**Time horizon**

Short-term

**Likelihood**

Virtually certain

**Magnitude of impact**

Medium-low

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Forward has not yet quantified the financial impact of this opportunity

**Cost to realize opportunity**

0

**Strategy to realize opportunity and explanation of cost calculation**

In 2021, we also began installing electronic logging devices (ELD) in all of our trucks. These new telematic devices provide live ECM (Electronic Control Module) data on fuel usage and efficiency. Through this new technology, our environmental management system receives real-time telematic data on idling and fuel consumption that will help to inform our idle time reduction initiative.

As part of the idling reduction initiative, we will be focused on a combination of education, communication and data-based decision making. Training and education campaigns at the driver level will be aimed at improving efficiency and decreasing unnecessary idling. We will use telematic data to evaluate improvement and progress. We have already begun analyzing vehicle idling time and identifying non-productive fuel usage with the active ELDs. The data we gather will serve to further assess and develop emission reduction tactics.

**Comment**

Forward has not yet quantified the cost of responding to this opportunity

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### C3. Business Strategy

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#### C3.1

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**(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?**

**Row 1**

**Climate transition plan**

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

**Publicly available climate transition plan**

<Not Applicable>

**Mechanism by which feedback is collected from shareholders on your climate transition plan**

<Not Applicable>

**Description of feedback mechanism**

<Not Applicable>

**Frequency of feedback collection**

<Not Applicable>

**Attach any relevant documents which detail your climate transition plan (optional)**

<Not Applicable>

**Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future**

Forward Air does not currently have a formal climate transition plan but has already begun work on a range of initiatives across the business that form the basis of our current ESG strategy, and we aim to compile these initiatives into a more formal climate transition plan in the coming years.

We believe in emissions reductions aligned with climate science and have begun analyzing emissions reduction targets developed by The Science Based Targets initiative (SBTi). We plan to set approved science-based targets within the next two years and in the interim have established a preliminary goal to reduce absolute Scope 1 and Scope 2 emissions (combined) by 42% by 2030 from a 2021 base year. Based on our current analysis, this is aligned with SBTi's methodology.

This preliminary goal has not undergone review by the Science-based Targets initiative but, based on our analysis thus far, is consistent with SBTi and supports the scale of reductions according to SBTi aimed at keeping global temperatures increase below 1.5°C above pre-industrial temperatures.

**Explain why climate-related risks and opportunities have not influenced your strategy**

<Not Applicable>

**C3.2**

**(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?**

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	Yes, qualitative and quantitative	<Not Applicable>	<Not Applicable>

**C3.2a**

**(C3.2a) Provide details of your organization's use of climate-related scenario analysis.**

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Physical climate scenarios	RCP 8.5	Company-wide	<Not Applicable>
In alignment with the TCFD recommendations, Forward performed a physical climate change scenario analysis to investigate our exposure to climate-related hazards and to assess our resilience to climate-related risks. The physical risk scenario analysis focused on our vital assets in short-, medium-, and long-term scenarios that extended out to 2050. The physical risks were evaluated under two IPCC (Intergovernmental Panel on Climate Change) AR6 scenarios: RCP8.5 and RCP4.5. These were applied to a sample of critical terminals and one office and were assessed for both acute and chronic hazards across standard time-horizons.			
Transition scenarios	IEA NZE 2050	Company-wide	<Not Applicable>
Forward conducted a climate-related transition scenario analysis to investigate how transition risks might impact our operations and strategy. The IEA Net Zero scenario carbon prices were incorporated in our carbon price cost exposure modelling and three emissions scenarios were created to assess our exposure to carbon pricing risks from the present day to 2050 – 1. Science-Based Target by 2030/Net Zero by 2050, 2. Science-Based Target by 2030/No Further Mitigation to 2050 and 3. No Mitigation. Exposure was assessed based on projections of Forward Air's 2021 greenhouse gas emissions. Forward's transition risk was also assessed based on the climate maturity of the top 20 key suppliers and customers.			
Physical climate scenarios	RCP 4.5	Company-wide	<Not Applicable>
In alignment with the TCFD recommendations, Forward performed a physical climate change scenario analysis to investigate our exposure to climate-related hazards and to address our resilience to climate-related risk. The physical risk scenario analysis focused on our vital assets in short-, medium-, and long-term scenarios that extended out to 2050. The physical risks were evaluated under two IPCC (Intergovernmental Panel on Climate Change) AR6 scenarios: RCP8.5 and RCP4.5. These were applied to a sample of critical terminals and one office and were assessed for both acute and chronic hazards across standard time-horizons.			

**C3.2b**

**(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.**

Row 1

**Focal questions**

- Physical risk scenarios assist in exploring:
- What type of physical impacts might there be?
  - What if the physical consequences of climate change become more severe?
  - When, where, and to what degree might physical impacts be felt?

- Transition risk scenarios assist in exploring:
- What type of legal and policy changes might there be?
  - What if carbon pricing increases?
  - When and to what degree might carbon pricing be felt?

**Results of the climate-related scenario analysis with respect to the focal questions**

Physical risk scenarios:

- Our physical climate-related scenario analysis focused on both acute and chronic climate-related hazards including wildfires, water stress, inland flooding, heatwaves, sea level rise and cyclones/hurricanes.
- Forward's sites have minimal exposure to climate-related hazards in the short-term, although this does increase in the long-term primarily for water stress and heatwaves. Results under the lower-emissions scenario reflect slightly lower risks of climate-hazards.

Transition risk scenarios:

- Our transition climate-related scenario analysis focused primarily on Forward Air's exposure to carbon pricing as outlined in the IEA Net Zero scenario analysis we conducted, which serves as a proxy for potential future legal and/or policy changes that include a price on carbon.
- Forward's exposure to carbon pricing is highest under a no mitigation scenario, with those costs decreasing substantially with SBTi-type emission goals and moving toward net zero by 2050.
- Forward's top 20 key suppliers and key customers were both found to have low levels of climate change policy maturity, suggesting risks of value chain disruptions if and when climate change itself and related legal and market pressures increase. Most of Forward's top 10 suppliers are not well-positioned to shield Forward from climate risk.

C3.3

**(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.**

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Evaluation in progress	As part of our TCFD analysis, we are identifying climate-related risks and opportunities and how they impact our Products and Services strategy and currently exploring how best to integrate these risks and opportunities into our business strategy.
Supply chain and/or value chain	Evaluation in progress	As part of our TCFD analysis, we are identifying climate-related risks and opportunities and how they impact our Supply chain and/or value chain strategy and currently exploring how best to integrate these risks and opportunities into our business strategy. Additionally, our supplier engagement strategy has been a specific discussion topic as we evaluate different emission reduction initiatives.
Investment in R&D	Yes	In 2022, we partnered with carbon-capture company, Remora, and invested in ten of their carbon capture devices for a pilot project. We have also invested in new electronic logging devices for our trucks that provide live data on fuel and efficiency. Through this new technology, our environmental management system receives real-time telematic data on idling and fuel consumption.  As part of our TCFD analysis, we continue to climate-related risks and opportunities and how they impact our Investment in R&D strategy and currently exploring how best to integrate these risks and opportunities into our business strategy.
Operations	Yes	As part of our TCFD analysis, we continue to monitor climate-related risks and opportunities and how they impact our Operations. We are currently exploring how best to integrate these risks and opportunities into our business strategy. One area that climate-related risks have already influenced is our idle-time reduction program, which aims to improving efficiency and decrease unnecessary idling, which in addition to air quality benefits also has the potential to reduce fuel usage and associated emissions. Additionally, as we evaluate different emission reduction initiatives, we have been specifically focused on alternative fuels and fleet decarbonization strategies, and have also been focused on energy efficiency initiatives such as improving aerodynamics on tractors/trailers.

C3.4

**(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.**

	Financial planning elements that have been influenced	Description of influence
Row 1	Capital expenditures	We have invested in ten carbon-capture devices for an upcoming pilot project with carbon-capture company, Remora, as well as ten new trucks which we plan to equip with the devices. We have also invested in new electronic logging devices for our trucks that provide live data on fuel and efficiency. Through this new technology, our environmental management system receives real-time telematic data on idling and fuel consumption.  As part of our TCFD analysis, we continue to evaluate and incorporate climate-related risks and opportunities into our financial planning, for the short-, mid- and long-term.

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, but we plan to in the next two years	<Not Applicable>

## C4. Targets and performance

### C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

### C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

**Target reference number**

Abs 1

**Is this a science-based target?**

Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

**Target ambition**

1.5°C aligned

**Year target was set**

2022

**Target coverage**

Company-wide

**Scope(s)**

Scope 1

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Base year**

2021

**Base year Scope 1 emissions covered by target (metric tons CO2e)**

65219

**Base year Scope 2 emissions covered by target (metric tons CO2e)**

11952

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

77171

**Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

<Not Applicable>

**Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**Target year**

2030

**Targeted reduction from base year (%)**

42

**Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]**

44759.18

**Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

68839

**Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

14869

**Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

83708

**Does this target cover any land-related emissions?**

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**% of target achieved relative to base year [auto-calculated]**

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

We have established a preliminary goal to reduce absolute Scope 1 and Scope 2 GHG emissions (combined) by 42% by 2030 from a 2021 base year. Based on Forward's current analysis, this is aligned with SBTi's methodology and supports the scale of reductions according to SBTi aimed at keeping global temperatures increase below 1.5°C above pre-industrial temperatures. This target covers 100% of Scope 1 & 2 emissions.

Plan for achieving target, and progress made to the end of the reporting year

Forward is evaluating a range of actions to achieve this goal, including improving fleet efficiency, reducing energy use in facilities, deploying innovative technologies, and the purchase of renewable energy or similar carbon credits where appropriate.

In 2022, our scope 1 and 2 emissions have increased by 8% compared to 2021. This is due to an increase in activity as we return to pre-covid levels. However, despite this increase in emissions, we've observed a decrease in emissions/revenue intensity compared to 2021, showing that our emissions have not increased as much as the increase in activity.

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

No other climate-related targets

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	4	
To be implemented*	1	300
Implementation commenced*	0	0
Implemented*	0	0
Not to be implemented	0	

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Transportation	Company fleet vehicle efficiency
----------------	----------------------------------

Estimated annual CO2e savings (metric tonnes CO2e)

300

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

110000

Investment required (unit currency – as specified in C0.4)

801740

Payback period

4-10 years

Estimated lifetime of the initiative

6-10 years

Comment

We have a partnership with carbon capture company Remora. In 2022, Forward ordered ten of Remora's mobile carbon capture devices for a pilot project tentatively scheduled for the second half of 2023. According to Remora, its devices capture at least 80% of a semi-trucks carbon emissions directly from the tailpipe, after which it delivers the captured carbon to end-users that Remora states will provide long-term storage.

## C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Compliance with regulatory requirements/standards	Forward Air is compliant with all regulations around emission reduction activities within the transportation industry.
Employee engagement	Forward is engaging with drivers to reduce vehicle idling by focusing on a combination of education, communication and data-based decision making. Forward is also providing training and education campaigns at the driver level aimed at improving driver behavior and efficiency.
Financial optimization calculations	We are installing electronic logging devices (ELD) in all of our trucks. These new telematic devices provide live ECM (Electronic Control Module) data on fuel usage and efficiency. Through this new technology, our environmental management system receives real-time telematic data on idling and fuel consumption.
Other (Implementing Forward's ESG commitments and our evaluation of market and reputational considerations drive the investment necessary to meet the 42% reduction goal, which is not required by law. )	Implementing Forward's ESG commitments and our evaluation of market and reputational considerations drive the investment necessary to meet the 42% reduction goal, which is not required by law.

## C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

No

## C5. Emissions methodology

### C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

Yes

### C5.2

(C5.2) Provide your base year and base year emissions.

#### Scope 1

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

65219

**Comment**

#### Scope 2 (location-based)

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

11952

**Comment**

#### Scope 2 (market-based)

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

11952

**Comment**

#### Scope 3 category 1: Purchased goods and services

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

10405

**Comment**

#### Scope 3 category 2: Capital goods

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

7518

**Comment**

#### Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

17680

**Comment**

#### Scope 3 category 4: Upstream transportation and distribution

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

306889

**Comment**

**Scope 3 category 5: Waste generated in operations**

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

1279

**Comment**

**Scope 3 category 6: Business travel**

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

1524

**Comment**

**Scope 3 category 7: Employee commuting**

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

5354

**Comment**

**Scope 3 category 8: Upstream leased assets**

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

71

**Comment**

**Scope 3 category 9: Downstream transportation and distribution**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

Relevant emissions associated with transportation and distribution are already captured in Scope 1 and Scope 3 Category 4, Upstream transportation and distribution.

**Scope 3 category 10: Processing of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

Forward Air does not sell physical products that require further processing.

**Scope 3 category 11: Use of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

Forward Air does not sell physical products that would have emissions associated with their use.

**Scope 3 category 12: End of life treatment of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

Forward Air does not sell physical products that would have emissions associated with their end of life treatment.

Scope 3 category 13: Downstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Forward Air does not have any assets it leases to downstream partners.

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Forward Air does not operate using a franchise model.

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Forward Air does not have investments that would be a source of emissions.

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

All relevant upstream emissions are already captured in other upstream Scope 3 categories.

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

All relevant downstream emissions are already captured in other downstream Scope 3 categories.

C5.3

---

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Scope 2 Guidance
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

C6. Emissions data

---

C6.1

---

(C6.1) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

68839

Start date

January 1 2022

End date

December 31 2022

Comment

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)

65219

Start date

January 1 2021

End date

December 31 2021

Comment

C6.2

(C6.2) Describe your organization’s approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

14869

Scope 2, market-based (if applicable)

14869

Start date

January 1 2022

End date

December 31 2022

Comment

Past year 1

Scope 2, location-based

11952

Scope 2, market-based (if applicable)

11952

Start date

January 1 2021

End date

December 31 2021

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Yes

C6.4a

(C6.4a) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Source of excluded emissions

Emissions from our Canadian and Mexican operations

Scope(s) or Scope 3 category(ies)

- Scope 1
- Scope 2 (market-based)
- Scope 3: Purchased goods and services
- Scope 3: Capital goods
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- Scope 3: Upstream transportation and distribution
- Scope 3: Waste generated in operations
- Scope 3: Business travel
- Scope 3: Employee commuting

Relevance of Scope 1 emissions from this source

Emissions are not relevant

Relevance of location-based Scope 2 emissions from this source

<Not Applicable>

Relevance of market-based Scope 2 emissions from this source

Emissions are not relevant

Relevance of Scope 3 emissions from this source

Emissions are not relevant

Date of completion of acquisition or merger

<Not Applicable>

Estimated percentage of total Scope 1+2 emissions this excluded source represents

0.5

Estimated percentage of total Scope 3 emissions this excluded source represents

0.5

Explain why this source is excluded

The emissions from these facilities are excluded due assumption of immateriality.

Explain how you estimated the percentage of emissions this excluded source represents

Forward Air does not own or operate any activities in Mexico, and only operates 2 truckloads per day in Canada. With this information, we estimated that less than 0.5% of total Scope 1 & 2 emissions occurred in Canada and Mexico. For scope 3, Forward conservatively estimated that 0.5% of emissions occurred in Canada and Mexico based on the total revenue of operations in both countries accounted for less than 0.5% of Forward Air's annual 2022 revenue.

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

29106

Emissions calculation methodology

- Supplier-specific method
- Hybrid method
- Spend-based method
- Average spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

21

Please explain

Forward Air used the spend-based method for 79% of its emissions. These emissions were based on the spend categorized as a Purchased Good or Service by our accounting department. The other 21% were estimated using supplier-specific data to calculate emissions.

## Capital goods

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO2e)

2931

### Emissions calculation methodology

Average spend-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Forward Air used the spend-based method which estimates emissions based on the spend categorized as Capital Goods by our accounting department.

## Fuel-and-energy-related activities (not included in Scope 1 or 2)

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO2e)

19836

### Emissions calculation methodology

Fuel-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Forward Air uses scope 1 and scope 2's fuel and electricity consumption to estimate the grid losses and WTT emissions.

## Upstream transportation and distribution

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO2e)

304331

### Emissions calculation methodology

Fuel-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Forward Air estimated its Category 4 emissions using the fuel consumption of its independent contractors.

## Waste generated in operations

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO2e)

1226

### Emissions calculation methodology

Average data method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Even though this category represents a very small amount (<1%) of our emissions, Forward Air still estimated its emissions. We applied an average data methodology based on the number of FTEs.

## Business travel

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO2e)

1564

### Emissions calculation methodology

Average spend-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Business travel emissions were calculated based on the travel expenses of Forward Air which were provided by our accounting department.

#### Employee commuting

##### Evaluation status

Relevant, calculated

##### Emissions in reporting year (metric tons CO2e)

11118

##### Emissions calculation methodology

Hybrid method

Average data method

Distance-based method

##### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

##### Please explain

Forward Air estimated employee commuting emissions by conducting a benchmark research analysis to determine modes of travel in each location and average distance traveled per trip. Using office occupancy data, emissions were calculated based on estimated distances of employee commute for each year.

#### Upstream leased assets

##### Evaluation status

Relevant, calculated

##### Emissions in reporting year (metric tons CO2e)

2226

##### Emissions calculation methodology

Hybrid method

Average data method

Spend-based method

##### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

##### Please explain

Forward Air estimated emissions from leased facilities using the same methodology as for owned facilities in scope 1 and 2.

#### Downstream transportation and distribution

##### Evaluation status

Not relevant, explanation provided

##### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

##### Emissions calculation methodology

<Not Applicable>

##### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

##### Please explain

Relevant emissions associated with transportation and distribution are already captured in Scope 1 and Scope 3 Category 4, Upstream transportation and distribution.

#### Processing of sold products

##### Evaluation status

Not relevant, explanation provided

##### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

##### Emissions calculation methodology

<Not Applicable>

##### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

##### Please explain

Forward Air does not sell physical products that require further processing.

#### Use of sold products

##### Evaluation status

Not relevant, explanation provided

##### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

##### Emissions calculation methodology

<Not Applicable>

##### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

##### Please explain

Forward Air does not sell physical products that would have emissions associated with their use.

## End of life treatment of sold products

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Forward Air does not sell physical products that would have emissions associated with their end of life treatment.

## Downstream leased assets

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Forward Air does not have any assets it leases to downstream partners.

## Franchises

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Forward Air does not operate using a franchise model.

## Investments

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Forward Air does not have investments that would be a source of emissions.

## Other (upstream)

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO2e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

All relevant upstream emissions are already captured in other upstream Scope 3 categories.

**Other (downstream)**

**Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

All relevant downstream emissions are already captured in other downstream Scope 3 categories.

**C6.5a**

---

**(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.**

**Past year 1**

**Start date**

January 1 2021

**End date**

December 31 2021

**Scope 3: Purchased goods and services (metric tons CO2e)**

10405

**Scope 3: Capital goods (metric tons CO2e)**

7518

**Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

17680

**Scope 3: Upstream transportation and distribution (metric tons CO2e)**

306889

**Scope 3: Waste generated in operations (metric tons CO2e)**

1279

**Scope 3: Business travel (metric tons CO2e)**

1524

**Scope 3: Employee commuting (metric tons CO2e)**

5354

**Scope 3: Upstream leased assets (metric tons CO2e)**

71

**Scope 3: Downstream transportation and distribution (metric tons CO2e)**

**Scope 3: Processing of sold products (metric tons CO2e)**

**Scope 3: Use of sold products (metric tons CO2e)**

**Scope 3: End of life treatment of sold products (metric tons CO2e)**

**Scope 3: Downstream leased assets (metric tons CO2e)**

**Scope 3: Franchises (metric tons CO2e)**

**Scope 3: Investments (metric tons CO2e)**

**Scope 3: Other (upstream) (metric tons CO2e)**

**Scope 3: Other (downstream) (metric tons CO2e)**

**Comment**

Scope 3 Categories 9 - 15 were excluded because they were deemed to be immaterial to Forward Air.

**C6.7**

---

**(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

No

**C6.10**

---

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure	0.000042
Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)	83708
Metric denominator	unit total revenue
Metric denominator: Unit total	1973403000
Scope 2 figure used	Market-based
% change from previous year	9
Direction of change	Decreased
Reason(s) for change	Change in revenue
Please explain	Revenue increased by approximately 19% from 2021 to 2022 while gross global combined Scope 1 and 2 emissions increased by only 8% which drove the overall emissions intensity per unit of revenue down.

C-TS6.15

(C-TS6.15) What are your primary intensity (activity-based) metrics that are appropriate to your emissions from transport activities in Scope 1, 2, and 3?

LDV

Scopes used for calculation of intensities

Report Scope 1 + 2 + 3 (category 4)

Intensity figure

Metric numerator: emissions in metric tons CO2e

Metric denominator: unit

t.mile

Metric denominator: unit total

% change from previous year

Please explain any exclusions in your coverage of transport emissions in selected category, and reasons for change in emissions intensity.

Forward Air is not able to provide this intensity metric at this stage due to data unavailability. We consistently strive to improve our data collection and are working hard to report this intensity metric in the future.

HDV

Scopes used for calculation of intensities

Report Scope 1 + 2 + 3 (category 4)

Intensity figure

Metric numerator: emissions in metric tons CO2e

Metric denominator: unit

t.mile

Metric denominator: unit total

% change from previous year

Please explain any exclusions in your coverage of transport emissions in selected category, and reasons for change in emissions intensity.

Forward Air is not able to provide this intensity metric at this stage due to data unavailability. We consistently strive to improve our data collection and are working hard to report this intensity metric in the future.

ALL

Scopes used for calculation of intensities

Report Scope 1 + 2 + 3 (category 4)

Intensity figure

Metric numerator: emissions in metric tons CO2e

366193

Metric denominator: unit

t.mile

Metric denominator: unit total

% change from previous year

Please explain any exclusions in your coverage of transport emissions in selected category, and reasons for change in emissions intensity.

Forward Air is not able to provide this intensity metric at this stage due to data unavailability. We consistently strive to improve our data collection and are working hard to report this intensity metric in the future.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
United States of America	68839

C7.3

**(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**

By business division

**C7.3a****(C7.3a) Break down your total gross global Scope 1 emissions by business division.**

Business division	Scope 1 emissions (metric ton CO2e)
LTL	28941
TLS	3366
FFM	3407
CST	32588
CORP	536

**C-CE7.4/C-CH7.4/C-CO7.4/C-EU7.4/C-MM7.4/C-OG7.4/C-ST7.4/C-TO7.4/C-TS7.4****(C-CE7.4/C-CH7.4/C-CO7.4/C-EU7.4/C-MM7.4/C-OG7.4/C-ST7.4/C-TO7.4/C-TS7.4) Break down your organization's total gross global Scope 1 emissions by sector production activity in metric tons CO2e.**

	Gross Scope 1 emissions, metric tons CO2e	Net Scope 1 emissions , metric tons CO2e	Comment
Cement production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Chemicals production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Coal production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Electric utility activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Metals and mining production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Oil and gas production activities (upstream)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Oil and gas production activities (midstream)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Oil and gas production activities (downstream)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Steel production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Transport OEM activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Transport services activities	61862	<Not Applicable>	These emissions result from the combustion of the diesel fuel used by the trucks owned by Forward Air for its transportation activities.

**C7.5****(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.**

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
United States of America	14869	14869

**C7.6****(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

By business division

**C7.6a****(C7.6a) Break down your total gross global Scope 2 emissions by business division.**

Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
LTL	10229	10229
TLS	32	32
FFM	1546	1546
CST	1670	1670
CORP	1393	1393

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Not relevant as we do not have any subsidiaries

C-CE7.7/C-CH7.7/C-CO7.7/C-MM7.7/C-OG7.7/C-ST7.7/C-TO7.7/C-TS7.7

(C-CE7.7/C-CH7.7/C-CO7.7/C-MM7.7/C-OG7.7/C-ST7.7/C-TO7.7/C-TS7.7) Break down your organization’s total gross global Scope 2 emissions by sector production activity in metric tons CO2e.

	Scope 2, location-based, metric tons CO2e	Scope 2, market-based (if applicable), metric tons CO2e	Comment
Cement production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Chemicals production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Coal production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Metals and mining production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Oil and gas production activities (upstream)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Oil and gas production activities (midstream)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Oil and gas production activities (downstream)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Steel production activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Transport OEM activities	<Not Applicable>	<Not Applicable>	<Not Applicable>
Transport services activities	0	0	Our primary activity, transport services does not trigger electricity or other scope 2 GHG emissions as its emissions come from the consumption of fuel as reported in question TS7.4. Our Scope 2 emissions are related primarily to the operation of facilities supporting our transportation services.

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption		<Not Applicable>		
Other emissions reduction activities		<Not Applicable>		
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output	6537	Increased	8	Our scope 1 and 2 increased by 8% in 2022 compared to 2021 from 77,171 MTCO2e to 83,708 MTCO2e. This is because our business has returned to pre-covid activity levels in 2022. Our revenue/emissions intensity decreased compared to 2021. This is because emissions increased less than our revenue.
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other		<Not Applicable>		

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?  
Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?  
More than 5% but less than or equal to 10%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	No

C8.2a

**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	279978	279978
Consumption of purchased or acquired electricity	<Not Applicable>	0	39501	39501
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	0	319479	319479

**C8.2b**

**(C8.2b) Select the applications of your organization's consumption of fuel.**

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

**C8.2c**

**(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Sustainable biomass**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

Forward Air does not consume fuel from sustainable biomass

**Other biomass**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

Forward Air does not consume fuel from other biomass

**Other renewable fuels (e.g. renewable hydrogen)**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

Forward Air does not consume fuel from other renewable fuels

**Coal**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

Forward Air does not consume fuel from coal

**Oil**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

Forward Air does not consume fuel from oil

**Gas**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

38431

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

This is representative of Forward Air's natural gas consumption for heating.

**Other non-renewable fuels (e.g. non-renewable hydrogen)**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

241546

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

This is representative of Forward Air's diesel and propane consumption for its duty vehicles and forklifts.

**Total fuel**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

279978

**MWh fuel consumed for self-generation of electricity**

<Not Applicable>

**MWh fuel consumed for self-generation of heat**

<Not Applicable>

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

C8.2e

---

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

None (no active purchases of low-carbon electricity, heat, steam or cooling)

Energy carrier

<Not Applicable>

Low-carbon technology type

<Not Applicable>

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

<Not Applicable>

Tracking instrument used

<Not Applicable>

Country/area of origin (generation) of the low-carbon energy or energy attribute

<Not Applicable>

Are you able to report the commissioning or re-powering year of the energy generation facility?

<Not Applicable>

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Comment

Forward Air has not yet sourced low-carbon energy, but plans to do so in the coming years.

C-TS8.2f

(C-TS8.2f) Provide details on the average emission factor used for all transport movements per mode that directly source energy from the grid.

Category	Emission factor unit	Average emission factor: unit value	Comment
LDV	gCO2e/kWh	0	Forward Air does not own or operate any LDVs that directly source energy from the grid
HDV	gCO2e/kWh	0	Forward Air does not own or operate any HDVs that directly source energy from the grid

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area

United States of America

Consumption of purchased electricity (MWh)

39501

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

39501

C-TS8.5

(C-TS8.5) Provide any efficiency metrics that are appropriate for your organization’s transport products and/or services.

**Activity**  
Light Duty Vehicles (LDV)

**Metric figure**  
8.28

**Metric numerator**  
Other, please specify (Gallons of fuel)

**Metric denominator**  
Other, please specify (Miles driven)

**Metric numerator: Unit total**  
115301

**Metric denominator: Unit total**  
954189

**% change from last year**  
8

**Please explain**  
LDV energy efficiency metric is based on Forward Air's owned trucks for the FM division which uses LDVs. The fuel efficiency increased compared to last year as the amount of fuel used decreased while the number of miles driven increased. Last year, Forward Air's FM division consumed 122,841 gallons for 944,300 miles driven resulting in an energy efficiency metric of 7.69 miles/gallon.

**Activity**  
Heavy Duty Vehicles (HDV)

**Metric figure**  
7.13

**Metric numerator**  
Other, please specify (Gallons of fuel)

**Metric denominator**  
Other, please specify (Miles driven)

**Metric numerator: Unit total**  
5248969

**Metric denominator: Unit total**  
37431498

**% change from last year**  
-13

**Please explain**  
HDV energy efficiency metric is based on Forward Air's owned trucks for the LTL, TL and IM divisions which use HDVs. The fuel efficiency decreased compared to last year as the amount of fuel used increased while the number of miles driven decreased. Last year, Forward Air's LTL, TL and IM divisions consumed 4,753,072 gallons for 39,067,622 miles driven resulting in an energy efficiency metric of 8.22 miles/gallon.

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C-TO9.3/C-TS9.3

(C-TO9.3/C-TS9.3) Provide tracking metrics for the implementation of low-carbon transport technology over the reporting year.

**Activity**

Heavy Duty Vehicles (HDV)

**Metric**

Yearly purchase

**Technology**

Other, please specify (Mobile Carbon Capture & Storage)

**Metric figure**

10

**Metric unit**

Units

**Explanation**

Forward Air has purchased 10 mobile CCS units from Remora in 2022 as part of Remora's pilot program occurring in 2023.

C-CE9.6/C-CG9.6/C-CH9.6/C-CN9.6/C-CO9.6/C-EU9.6/C-MM9.6/C-OG9.6/C-RE9.6/C-ST9.6/C-TO9.6/C-TS9.6

(C-CE9.6/C-CG9.6/C-CH9.6/C-CN9.6/C-CO9.6/C-EU9.6/C-MM9.6/C-OG9.6/C-RE9.6/C-ST9.6/C-TO9.6/C-TS9.6) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?

	Investment in low-carbon R&D	Comment
Row 1	Yes	Forward Air has been actively engaging with internal and external stakeholders to determine the feasibility of adopting low-carbon products and services in the transportation sector. In 2023, we have rolled out an idle reduction initiative to reduce idling time and its associated fuel consumption. We are also participating in a pilot program with Remora later this year to test out their mobile CCS unit that will be retrofitted onto 10 trucks within our fleet.

C-TO9.6a/C-TS9.6a

(C-TO9.6a/C-TS9.6a) Provide details of your organization's investments in low-carbon R&D for transport-related activities over the last three years.

**Activity**

Heavy Duty Vehicles (HDV)

**Technology area**

Management

**Stage of development in the reporting year**

Small scale commercial deployment

**Average % of total R&D investment over the last 3 years**

**R&D investment figure in the reporting year (unit currency as selected in C0.4) (optional)**

**Average % of total R&D investment planned over the next 5 years**

**Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan**

In Q2 2021, Forward Air began installing electronic logging devices (ELDs) in all trucks to enable real-time data on idling and fuel consumption. On top of installing ELDs, Forward Air has provided a mix of educational materials and communications with drivers aimed at improving efficiency and decreasing unnecessary idling. Reducing idling will improve fuel efficiency and directly reduce our emissions associated with diesel consumption.

**Activity**

Heavy Duty Vehicles (HDV)

**Technology area**

Other, please specify (Mobile Carbon Capture & Storage)

**Stage of development in the reporting year**

Pilot demonstration

**Average % of total R&D investment over the last 3 years**

**R&D investment figure in the reporting year (unit currency as selected in C0.4) (optional)**

**Average % of total R&D investment planned over the next 5 years**

**Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan**

Forward Air has partnered with Remora, a mobile carbon capture and storage company, to be part of their pilot program to test out their mobile CCS units on 10 trucks within Forward Air's fleet. These devices have the potential to capture at least 80% of a semi-trucks carbon emissions directly from the tailpipe, which will help Forward Air achieve it's Scope 1 & 2 emissions reduction target.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	No third-party verification or assurance
Scope 2 (location-based or market-based)	No third-party verification or assurance
Scope 3	No third-party verification or assurance

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?  
No, we are waiting for more mature verification standards and/or processes

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?  
No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?  
No

C11.3

(C11.3) Does your organization use an internal price on carbon?  
No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?  
Yes, our suppliers  
Yes, our customers/clients

C12.1a

**(C12.1a) Provide details of your climate-related supplier engagement strategy.**

**Type of engagement**

Innovation & collaboration (changing markets)

**Details of engagement**

Other, please specify (We discuss opportunities to collaborate with suppliers on climate-related projects and endeavors as they arise. )

**% of suppliers by number**

**% total procurement spend (direct and indirect)**

**% of supplier-related Scope 3 emissions as reported in C6.5**

**Rationale for the coverage of your engagement**

As we work to develop a cohesive climate transition plan and strategy, we are working on a case-by-case basis with some of our key suppliers on climate-related projects.

**Impact of engagement, including measures of success**

We are currently developing a supplier engagement strategy and have not defined a measure of success yet nor have we analyzed the impact of our engagement.

**Comment**

**C12.1b**

**(C12.1b) Give details of your climate-related engagement strategy with your customers.**

**Type of engagement & Details of engagement**

Collaboration & innovation	Other, please specify (We discuss opportunities to collaborate with customers on climate-related projects and endeavors as they arise. )
----------------------------	--

**% of customers by number**

**% of customer - related Scope 3 emissions as reported in C6.5**

**Please explain the rationale for selecting this group of customers and scope of engagement**

As we work to develop a cohesive climate transition plan and strategy, we are working on a case-by-case basis with some of our key customers on climate-related projects. Until we develop that strategy we are focused on leveraging opportunities to work with certain customers as they arise.

**Impact of engagement, including measures of success**

Forward Air is still working on its engagement strategy with customers and currently works on a case by case basis. This means we have not been able to calculate the impact of the engagement nor have we defined a clear measure of success.

**C12.2**

**(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?**

No, but we plan to introduce climate-related requirements within the next two years

**C12.3**

**(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?**

**Row 1**

**External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

**Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?**

No, but we plan to have one in the next two years

**Attach commitment or position statement(s)**

<Not Applicable>

**Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan**

We have established a preliminary goal to reduce absolute Scope 1 and Scope 2 GHG emissions (combined) by 42% by 2030 from a 2021 base year. Based on Forward's current analysis, this is aligned with SBTi's methodology.\*

\*This preliminary goal has not undergone review by the Science-based Targets initiative but, based on Forward's analysis thus far, is consistent with SBTi and supports the scale of reductions according to SBTi aimed at keeping global temperatures increase below 1.5°C above pre-industrial temperatures which is in line with the Paris Climate Agreement.

**Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

<Not Applicable>

**Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

<Not Applicable>

## C12.3b

(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.

### Trade association

Other, please specify (American Trucking Associations (ATA))

### Is your organization's position on climate change policy consistent with theirs?

Consistent

### Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

### Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

American Trucking Associations backs policies aimed at achieving national energy self-sufficiency to reduce fuel price volatility, recognizing the significance of a sufficient and affordable fuel supply for both the trucking sector and the overall economy. These policies encompass the adoption of alternative fuels, enhanced domestic production, and the establishment of consistent fuel regulations at both the state and federal levels. At Forward-Air we have also been looking into alternative fuels.

American Trucking Associations is dedicated to implementing practical policies and adopting technologies that effectively decrease pollution resulting from commercial truck operations, vehicle maintenance, and other industry facilities. In pursuit of this objective, ATA supports the implementation of science-based laws and regulations that aim to preserve and safeguard the environment. Additionally, ATA strives for consistency and uniformity in these regulations across all levels of government to the fullest extent possible. This is also in line with Forward Air's position.

### Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

0

### Describe the aim of your organization's funding

<Not Applicable>

### Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

No, we have not evaluated

## C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

### Publication

In voluntary sustainability report

### Status

Underway – previous year attached

### Attach the document

forward\_esg\_report\_2022 (1).pdf

### Page/Section reference

All

### Content elements

Governance  
Strategy  
Risks & opportunities  
Emissions figures  
Emission targets

### Comment

ESG Report

### Publication

In mainstream reports

### Status

Underway – previous year attached

### Attach the document

Forward Air 2022 10k.pdf

### Page/Section reference

10-11

### Content elements

Governance  
Strategy  
Risks & opportunities  
Emissions figures  
Emission targets

### Comment

10K

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	We are not a signatory/member of any collaborative framework, initiative and/or commitment related to environmental issues	<Not Applicable>

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, and we do not plan to have both within the next two years	<Not Applicable>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	No, and we do not plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	No, we are not taking any actions to progress our biodiversity-related commitments	<Not Applicable>

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	Please select

C15.7

(C15.7) Have you published information about your organization’s response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
No publications	<Not Applicable>	<Not Applicable>
Please select	<Not Applicable>	<Not Applicable>

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Head of Corporate ESG	Environment/Sustainability manager

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms