



FORWARD AIR CORP

2024 CDP Corporate Questionnaire 2024

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Terms of disclosure for corporate questionnaire 2024 - CDP](#)

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

Publicly traded organization

(1.3.3) Description of 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 truckload brokerage services, including dedicated fleet services, and intermodal, first and last-mile, high-value drayage services, both to and from seaports and railheads, dedicated contract and Container Freight Station warehouse and handling services. Forward also operates a full portfolio of multimodal solutions both domestically and internationally, via Omni Logistics. Omni Logistics is a global provider of air, ocean and ground services, including supplemental services for enterprises dependent on the efficient movement of high value freight. We are more than a transportation company. Forward is a single resource for your shipping needs. 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. 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

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2023

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

2 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

2 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

2 years
[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

1644609000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

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

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
 No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

Yes

(1.6.2) Provide your unique identifier

FWRD

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

Yes

(1.6.2) Provide your unique identifier

04-890-7794

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

No

[Add row]

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

Select all that apply

Canada

Mexico

United States of America

(1.21) For which transport modes will you be providing data?

Select all that apply

Light Duty Vehicles (LDV)

Heavy Duty Vehicles (HDV)

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain
- Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

- All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Our mapping process covers all Tier 1 suppliers and Independent Contractors. For Tier 1 suppliers, we collect annual revenue and, when public, GHG emissions data via CDP responses. For all of our Independent Contractors, we collect annual fuel usage and mileage data.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

- No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

Forward Air continues to calculate our greenhouse gases due to our environmental impact from our trucking operations. Forward Air does not use plastics enough to distinguish a need value chain mapping.

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We consider 0-3 years as short term in the context of assessing environmental risk and opportunities. This time horizon is linked to our current work updating strategic and financial planning to implement short-term emissions reduction

Medium-term

(2.1.1) From (years)

4

(2.1.3) To (years)

17

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We consider 4-17 years as medium term in the context of assessing environmental risk and opportunities. This time horizon is linked to our strategic and financial planning to achieve significant emissions reductions by 2040.

Long-term

(2.1.1) From (years)

18

(2.1.2) Is your long-term time horizon open ended?

Select from:

No

(2.1.3) To (years)

27

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We consider 18-27 years as long term in the context of assessing environmental risk and opportunities. This time horizon is linked to our strategic and financial planning to achieve significant emissions reductions by 2050.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

(2.2.1) Process in place

Select from:

No, but we plan to within the next two years

(2.2.4) Primary reason for not evaluating dependencies and/or impacts

Select from:

Not an immediate strategic priority

(2.2.5) Explain why you do not evaluate dependencies and/or impacts and describe any plans to do so in the future

Forward Air has remained committed to sustainability issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find nature-related dependencies and/or impacts to be a material risk to our operations.

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities

[Fixed row]

(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Risks
- Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

(2.2.2.4) Coverage

Select from:

- Full

(2.2.2.5) Supplier tiers covered

Select all that apply

- Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

- Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- Every two years

(2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

(2.2.2.10) Integration of risk management process

Select from:

- A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- National

(2.2.2.12) Tools and methods used

International methodologies and standards

- IPCC Climate Change Projections

Other

- External consultants
- Partner and stakeholder consultation/analysis
- Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

- Cyclones, hurricanes, typhoons
- Drought
- Flood (coastal, fluvial, pluvial, ground water)
- Heat waves
- Wildfires

Chronic physical

- Increased severity of extreme weather events
- Sea level rise

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- Employees
- Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- No

(2.2.2.16) Further details of process

Forward Air completed an environmental-related risks and opportunities assessment in 2023 aligned with the Taskforce for Climate-related Financial Disclosure's recommendations. This assessment analyzed both physical and transition risks and looked at each over short, medium, and long-term time horizons. Additional information on our assessment and findings can be find in our ESG report.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

- No

(2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

Select from:

- Not an immediate strategic priority

(2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find nature-related dependencies and/or impacts to be a material risk to our operations.

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

- No, and we do not plan to within the next two years

(2.3.7) Primary reason for not identifying priority locations

Select from:

- Not an immediate strategic priority

(2.3.8) Explain why you do not identify priority locations

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find nature-related dependencies and/or impacts to be a material risk to our operations.

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

Revenue

(2.4.3) Change to indicator

Select from:

% decrease

(2.4.4) % change to indicator

Select from:

21-30

(2.4.6) Metrics considered in definition

Select all that apply

Time horizon over which the effect occurs

(2.4.7) Application of definition

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, should a risk materialize 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

Opportunities

(2.4.1) Type of definition

Select all that apply

Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

Time horizon over which the effect occurs

(2.4.7) Application of definition

Forward Air assesses potential environmental-related opportunities on a case-by-case basis. In some instances, we will prioritize opportunities based on expressed interest from customers.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find plastics to be a material risk to our operations.

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Market

Uncertainty in market signals

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

Canada

Mexico

United States of America

(3.1.1.9) Organization-specific description of risk

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.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Disruption in upstream value chain

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- More likely than not

(3.1.1.14) Magnitude

Select from:

- Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Forward Air does not anticipate this risk to have a material impact on our financial position, financial performance, or cash flows in the short-term. We are monitoring market signals and proposed changes to fuel-related regulations to assess the potential impact in the medium- and long-term.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

- No

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

- Implementation of environmental best practices in direct operations

(3.1.1.27) Cost of response to risk

114000

(3.1.1.28) Explanation of cost calculation

Forward Air has actively engaged with external sustainability and climate consultants since 2021 to further advance our climate efforts and ambitions. This cost is associated with the work in partnership with our external consultants to explore, develop, and implement the emission reduction initiatives listed in the "description of response" column.

(3.1.1.29) Description of response

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 alternative fuel and electric vehicles within the next few years.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Policy

Changes to regulation of existing products and services

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- Canada
- Mexico
- United States of America

(3.1.1.9) Organization-specific description of risk

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.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Very likely

(3.1.1.14) Magnitude

Select from:

- Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Forward Air has not yet assessed the material impact that this risk may have on our financial position, financial performance, or cash flows in the short-term. We are actively monitoring proposed changes to fuel- and emissions-related regulations to assess the potential impact as they arise

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

No

(3.1.1.26) Primary response to risk

Policies and plans

Improve alignment of public policy influencing activity with environmental commitments

(3.1.1.27) Cost of response to risk

76300

(3.1.1.28) Explanation of cost calculation

Forward Air has actively engaged with external sustainability and climate consultants since 2021 to further advance our climate efforts and ambitions. This cost is associated with the work in partnership with our external consultants to calculate our 2023 GHG inventory and complete our first TCFD-aligned analysis.

(3.1.1.29) Description of response

Forward Air is taking active steps to measure and decrease our 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 like 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.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Market

Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

Canada

Mexico

United States of America

(3.1.1.9) Organization-specific description of risk

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 "carbon 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.

(3.1.1.11) Primary financial effect of the risk

Select from:

Constraint to growth

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

About as likely as not

(3.1.1.14) Magnitude

Select from:

Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Forward Air does not anticipate this risk to have a material impact on our financial position, financial performance, or cash flows in the short-term. We are monitoring market signals and customer requests to assess the potential impact in the medium- and long-term.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

No

(3.1.1.26) Primary response to risk

Engagement

- Engage with customers

(3.1.1.27) Cost of response to risk

76300

(3.1.1.28) Explanation of cost calculation

Forward Air has actively engaged with external sustainability and climate consultants since 2021 to further advance our climate efforts and ambitions. This cost is associated with the work in partnership with our external consultants to calculate our 2023 GHG inventory and complete our first TCFD-aligned analysis to prepare for client's questions and preferences regarding GHG reduction efforts.

(3.1.1.29) Description of response

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 also published our first Taskforce on Climate-Related Financial Disclosures (TCFD) report in 2023.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

- Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

23650000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

Less than 1%

(3.1.2.7) Explanation of financial figures

*As part of Forward Air's 2023 TCFD-aligned assessment, we conducted a carbon pricing analysis to estimate the potential costs of complying with future regulated carbon prices. The financial figure included in the transition risks column pertains to the estimated costs incurred over the short-term determined using the IEA Net Zero scenario. Physical risk exposure was deemed to be low over the short-term, so we have not estimated the amount of revenue vulnerable to them.
[Add row]*

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

Use of renewable energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

United States of America

(3.6.1.8) Organization 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, which 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. Beyond these initiatives, we are also assessing the financial feasibility of procuring Renewable Energy Certificates to reduce our market-based scope 2 emissions.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We anticipate these opportunities to positively effect our financial position, financial performance and cash flows. Electric trucks have much lower maintenance costs and are more immune to price fluctuations than diesel-powered trucks. Improving the efficiency of our facilities will also help lower energy-related costs across our organization.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

No

(3.6.1.24) Cost to realize opportunity

125000

(3.6.1.25) Explanation of cost calculation

This cost is associated with the estimated price to procure Renewable Energy Certificates to cover 100% of our 2023 electricity consumption.

(3.6.1.26) Strategy to realize opportunity

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.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

- Use of low-carbon energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- United States of America

(3.6.1.8) Organization 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.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- About as likely as not (33–66%)

(3.6.1.12) Magnitude

Select from:

Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We have not yet assessed the anticipated effect of this opportunity on our financial position, financial performance and cash flows

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Forward Air has not yet assessed the cost to realize this opportunity

(3.6.1.26) Strategy to realize opportunity

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. We have created relationships with providers of these products so we can continue progressing towards these opportunities.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

- Other resource efficiency opportunity, please specify :More efficient use of existing assets

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- United States of America

(3.6.1.8) Organization 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 like idle time reduction, improving vehicle/trailer aerodynamics, and more sustainable driving behaviors.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Based on progress made in 2023, we anticipate this opportunity to positively benefit our financial position, financial performance, and cash flows by reducing the total fuel consumed while idling. This will improve our fuel and driving efficiency as well.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

80000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

239999

(3.6.1.23) Explanation of financial effect figures

We saved 60,000 worth of diesel over the last three quarters of 2023 as a direct result of our idle time reduction initiative. The range provided is the annualized savings projected out 1-3 years to align with our short-term time horizon.

(3.6.1.24) Cost to realize opportunity

11500

(3.6.1.25) Explanation of cost calculation

Forward Air began working with Verizon to install their Electronic Logging Devices onto our trucks. These devices help manage drive time to align with existing regulations but there is also data captured we used to implement our Idle Time Reduction Program. To more efficiently gather this information, we contracted Verizon to implement a product enhancement that compiled all of the relevant idle data into a single report. This implementation was foundational to this emissions reduction

initiative and the data greatly helped our team analyze results to drive improvements. Our external environmental consultants also provided a handful of hours of guidance on this initiative and those costs are included here.

(3.6.1.26) Strategy to realize opportunity

Forward Air began capturing ELD data regarding idle in drive times with the goal to reduce our idle time and subsequent gallons used while idling. The pilot program was targeted at our pickup and delivery operations. Reports were sent out weekly to internal teammates that managed these fleets to share results and trends. The data was formulated by operational region to better allow local management to engage with our drivers to push for better performance. The project was in coordination with our Director of Operations and our external ESG consultancy group Agendi.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

80000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

Less than 1%

(3.6.2.4) Explanation of financial figures

Starting in 2023 Forward Air began tracking their PUD vehicles' idle times, events, and gallons consumed from on-vehicle electronic logging devices. Using the performance of Q1 2023 as a baseline (quarters are 13 week periods) we worked in coordination with the operations team to put downward pressure on idle usage. To understand the cost implications we took the EIA On-Highway diesel historical costs from the latest week captured in each relevant quarter and applied that to our idle gallons used in each timeframe which comes directly from the electronic logging device. The savings is the difference between the Q1 2023 idle fuel cost and those of subsequent quarters where 3 quarters had realized savings in 2023.

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

Executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

No

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

Yes

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

Judged to be unimportant or not relevant

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

Chief Executive Officer (CEO)

Board-level committee

Other, please specify :Chief People Officer

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

Other policy applicable to the board, please specify :Enterprise Environmental Policy

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

Overseeing the setting of corporate targets

Monitoring progress towards corporate targets

Approving corporate policies and/or commitments

Overseeing reporting, audit, and verification processes

Monitoring compliance with corporate policies and/or commitments

Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

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.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

Consulting regularly with an internal, permanent, subject-expert working group

Engaging regularly with external stakeholders and experts on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

Climate change

(4.3.1) Management-level responsibility for this environmental issue

Select from:

Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

Select from:

No, and we do not plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

- Judged to be unimportant or not relevant

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities

Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Developing a climate transition plan

(4.3.1.4) Reporting line

Select from:

Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

Quarterly

(4.3.1.6) 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.

[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

	Provision of monetary incentives related to this environmental issue	% of total C-suite and board-level monetary incentives linked to the management of this environmental issue	Please explain
Climate change	Select from: <input checked="" type="checkbox"/> Yes	5	A portion of our CEO's short-term incentive was based on ESG initiatives.

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

- Bonus – set figure

(4.5.1.3) Performance metrics

Targets

- Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

A portion of Forward's CEO's short-term incentive was based on ESG initiatives such as better rating scores and decreased costs from emissions reduction initiatives.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Forward's CEO played a significant role in the management of the ESG department's initiatives, goals, and roadmap planning. This c-suite buy in was vital to the success of the organization's ESG growth.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

- Environment/Sustainability manager

(4.5.1.2) Incentives

Select all that apply

- Bonus – set figure

(4.5.1.3) Performance metrics

Targets

- Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Our Director of ESG had their entire short-term incentive based on ESG initiatives such as better rating scores and decreased costs from emissions reduction initiatives.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Forward's Director of ESG played a significant role in the development and implementation of the organization's ESG initiatives, goals, and roadmap planning. The Director of ESG was a part of the Executive Leadership team and helped foster c-suite buy in that was vital to the success of the organization's ESG growth.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- Climate change

(4.6.1.2) Level of coverage

Select from:

- Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

(4.6.1.4) Explain the coverage

Forward Air is committed to promoting a healthier natural and built environment by striving for environmental improvements in all aspects of our business. We remain focused on implementing environmental solutions that will lessen our footprint and integrating these practices into our culture, operations, and supply chain.

(4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to comply with regulations and mandatory standards
- Commitment to stakeholder engagement and capacity building on environmental issues

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- No, but we plan to align in the next two years

(4.6.1.7) Public availability

Select from:

- Publicly available

(4.6.1.8) Attach the policy

enterprise_environmental_policy (4).pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

- Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

Task Force on Climate-related Financial Disclosures (TCFD)

(4.10.3) Describe your organization's role within each framework or initiative

Forward Air completed a TCFD-aligned analysis in 2023 to assess its climate-related risks and opportunities in the short-, medium-, and long-term time horizons. The results of this analysis are included in our annual ESG report, and we will continue to update and improve our analysis every few years.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

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

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or 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 1.5C above pre-industrial temperatures which is in line with the Paris Climate Agreement.

[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

- Other global trade association, please specify :Owner-Operator Independent Drivers Association

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Mixed

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

OOIDA works with our Independent Contractors to fight for their rights within legislative bodies. OOIDA has expressed their commitment to sustainability but does have valid concerns about EV's that are not expressly in line with Forward's approach to sustainability. Regardless we believe OOIDA is a great organization working closely with our highly valued Independent Contractor drivers.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

No, we have not evaluated

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

- In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- GRI
- TCFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- Climate change

(4.12.1.4) Status of the publication

Select from:

- Underway - previous year attached

(4.12.1.5) Content elements

Select all that apply

- Governance
- Public policy engagement
- Dependencies & Impacts
- Emissions figures
- Emission targets

(4.12.1.6) Page/section reference

"Our ESG Approach" "Environment"

(4.12.1.7) Attach the relevant publication

Forward Air Public ESG Environment Approach.pdf

(4.12.1.8) Comment

<https://forwardair.metrio.net>

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

Yes

(5.1.2) Frequency of analysis

Select from:

Every three years or less frequently

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

No SSP used

(5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- 4.0°C and above

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- 2025
- 2040
- 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

Direct interaction with climate

- On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The physical scenario analysis focused on a sample of critical terminals and one office in locations across the US. 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.

(5.1.1.11) Rationale for choice of scenario

RCP8.5 was chosen to consider a worst-case climate scenario and assess Forward Air's exposure to climate-related hazards if these scenario becomes reality.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

- IEA NZE 2050

(5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Policy
- Market
- Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:

- 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- 2025
- 2040
- 2050

(5.1.1.9) Driving forces in scenario

Stakeholder and customer demands

- Other stakeholder and customer demands driving forces, please specify :Climate maturity of key suppliers and customers

Regulators, legal and policy regimes

- Global regulation

Direct interaction with climate

- On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The transition scenario analysis was modelled using three scenarios from the present day to 2050 based on projections of our 2021 greenhouse gas emissions. (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

(5.1.1.11) Rationale for choice of scenario

Investigating how transition risks such as carbon pricing might impact our operations and strategy is vital to understanding the potential financial implications of minimal emissions mitigation efforts.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

No SSP used

(5.1.1.3) Approach to scenario

Select from:

Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

Acute physical

- Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- 2.0°C - 2.4°C

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- 2025
- 2040
- 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

Direct interaction with climate

- On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The physical scenario analysis focused on a sample of critical terminals and one office in locations across the US. 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.

(5.1.1.11) Rationale for choice of scenario

RCP 4.5 was chosen to assess Forward Air's exposure to potentially less severe climate hazards in the "middle of the road" scenario. The reduced risks compared to RCP 8.5 can be used by Forward Air to assess the benefits of increased climate-related efforts.

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- Risk and opportunities identification, assessment and management
- Strategy and financial planning
- Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

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 AR6 scenarios: RCP85 and RCP45. 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. 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. These were 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 in alignment with the TCFD recommendations. One example of an action that was informed by our scenario analysis is our idle time reduction program. Through the transition risk analysis, we determined that the relatively low upfront costs for the idle time reduction program made it financially feasible while also improving the efficiency of our fleet.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

Other, please specify :Our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

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 1.5C above pre-industrial temperatures.

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

- Products and services
- Upstream/downstream value chain
- Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

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 but there is opportunity to improve our sustainability and attract customers interested in our initiatives and progress in sustainability..Forward Air is taking active steps to measure and improve our performance on sustainability.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

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. Due to this we have had to continue to monitor opportunities and risks and set road maps towards transitioning to these products.

Operations

(5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

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. We see opportunities to increase our customer base with more sustainable product offerings as well as cost savings from lower emission fuels/assets.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

Direct costs

(5.3.2.2) Effect type

Select all that apply

Risks

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

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. Due to this we have had to continue to monitor opportunities and risks and set road maps towards transitioning to these products. Further, our financial forecasting is inclusive of fuel costs and these risks are evaluated in our financial planning.

[Add row]

(5.4) 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
	Select from: <input checked="" type="checkbox"/> No, but we plan to in the next two years

[Fixed row]

(5.5) 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
	Select from: <input checked="" type="checkbox"/> Yes	<i>Forward Air has worked in coordination with Agendi to investigate low-carbon fuels, electrification, and other low-carbon initiatives.</i>

[Fixed row]

(5.5.8) Provide details of your organization's investments in low-carbon R&D for transport-related activities over the last three years.

Row 1

(5.5.8.1) Activity

Select all that apply

- Heavy Duty Vehicles (HDV)

(5.5.8.2) Technology area

Select from:

- Battery electric vehicle

(5.5.8.3) Stage of development in the reporting year

Select from:

- Basic academic/theoretical research

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

Forward Air has worked in coordination with Agendi to investigate electrification.

Row 2

(5.5.8.1) Activity

Select all that apply

- Heavy Duty Vehicles (HDV)

(5.5.8.2) Technology area

Select from:

- Other, please specify :Mobile Carbon Capture & Storage

(5.5.8.3) Stage of development in the reporting year

Select from:

- Pilot demonstration

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

Forward Air has purchased 10 mobile CCS units from Remora in 2022 as part of Remora's pilot program. This carbon capture technology is slated to drastically decrease carbon emissions of our tractors and provide us opportunity to sell our excess carbon to recycle the greenhouse gas.

Row 3

(5.5.8.1) Activity

Select all that apply

Heavy Duty Vehicles (HDV)

(5.5.8.2) Technology area

Select from:

Management

(5.5.8.3) Stage of development in the reporting year

Select from:

Full/commercial-scale demonstration

(5.5.8.7) 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. We have exhibited this by realizing this opportunity with our PUD fleet savings over 60k in Q2-Q4 of 2023.

[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:

No, but we plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

Forward Air has been committed to its sustainability initiatives, with a focus on data quality improvements and trucking-related emissions reduction efforts, including idle time reduction and EV feasibility. We are aware of the benefits of an internal carbon price, but it is not an immediate strategic priority.

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change
Customers	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change
Investors and shareholders	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change
Other value chain stakeholders	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	Select from: <input checked="" type="checkbox"/> No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

Procurement spend

(5.11.2.4) Please explain

Forward Air prioritizes engaging with our largest Independent Contractors by spend to maximize the potential impact of our engagement efforts.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

- No, but we plan to introduce environmental requirements related to this environmental issue within the next two years

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Forward Air does not currently have environmental requirements that our Independent Contractors must meet, but we actively engage them to ensure they are aware of our environmental ambitions.

[Fixed row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

- Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 1-25%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

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 to confirm emissions information for better reporting.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

- Unknown

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Share information about your products and relevant certification schemes
- Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- None

(5.11.9.5) Rationale for engaging these stakeholders 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 investors to communicate and give updates on our climate-related projects.

(5.11.9.6) Effect of engagement and measures of success

Forward Air is still working on its engagement strategy with investors 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.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Share information about your products and relevant certification schemes
- Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- 1-25%

(5.11.9.5) Rationale for engaging these stakeholders 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.

(5.11.9.6) Effect of engagement and 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.

[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Forward Air chose to use the operational control approach to align with our goal to reduce GHG emissions across all our facilities and vehicles, which includes leased and owned offices and terminals, as well as company-owned and Independent Contractor-owned vehicles.

Plastics

(6.1.1) Consolidation approach used

Select from:

Other, please specify :NA

(6.1.2) Provide the rationale for the choice of consolidation approach

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find plastics to be a material risk to our operations.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

Other, please specify :NA

(6.1.2) Provide the rationale for the choice of consolidation approach

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

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

Select all that apply

- 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

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

- We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

- We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2023. Forward calculates both a market-based and location-based approach. Electricity usage estimations are calculated using CBECS average office electricity usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations unable to provide direct consumption data. Electricity emissions calculations used eGrid and Green-e emission factors. Electricity regions were assigned to each office based on location and used the widely approved and relevant emissions factors based on kWh of usage.

[Fixed row]

(7.4) 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?

Select from:

No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

65219.0

(7.5.3) Methodological details

Forward Air calculates Scope 1 emissions for natural gas, propane, diesel, and refrigerant leaks. Natural gas usage estimations were calculated using CBECS average office natural gas usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations that were unable to provide direct consumption data. Natural gas emissions calculations were calculated using a widely approved EPA emissions factor for the burning of natural gas fuel based on MMBTUs used. Propane emissions calculations were calculated using EPA emission factor for the burning of Propane fuel based on Liters used. Diesel emissions calculations were calculated using EPA emission factor based on assumed fuel usage for each asset for the burning of Diesel fuel based on Liters used. Refrigerant emissions calculations were calculated using industry estimates for amount of refrigerant used and leaked in office buildings based on square footage. The GWP is used to convert refrigerant emissions to CO2e.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

11952.0

(7.5.3) Methodological details

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2023. Electricity usage estimations are calculated using CBECS average office electricity usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations unable to provide direct consumption data. Electricity emissions calculations used eGrid emission factors. Electricity regions were assigned to each office based on location and used the widely approved and relevant emissions factors based on kWh of usage.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

11952.0

(7.5.3) Methodological details

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2023. Electricity usage estimations are calculated using CBECS average office electricity usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations unable to provide direct consumption data. Electricity emissions calculations used Green-e emission factors. Electricity regions were assigned to each office based on location and used the widely approved and relevant emissions factors based on kWh of usage.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

10405.0

(7.5.3) Methodological details

Forward Air applied an 80% threshold to the vendor spend list (excluding internal spends for tax departments, building management, FWRD-owned businesses, and unknown personnel). For vendors [within the top 80%] that reported to CDP, emissions data was pulled from the vendor's CDP report to calculate an emissions factor. For vendors [within the top 80%] that didn't report to CDP, US EPA NAICs emission factors were assigned based on each vendor's respective industrial sectors. Additionally, for the other 20% of spend, the US EPA NAICs emission factors were used when available. When the NAICs code was not available Forward extrapolated an emissions per dollar spend value to calculate the remaining spend.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

7518.0

(7.5.3) Methodological details

Forward Air used the Capital Expenditure listed in the 2023 10K to determine the percentage of supplier spend emissions associated with capital goods.

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

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

17680.0

(7.5.3) Methodological details

For electricity, Forward Air assigned electricity regions to each office based on location and used the widely approved and relevant emissions factors based on kwh usage. For natural gas, diesel and propane, DEFRA emission factors were applied based on usage.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

306889.0

(7.5.3) Methodological details

Forward Air estimated its Category 4 emissions using the fuel consumption of its independent contractors. For all IC-owned trucks over 26K lbs, calculations based on diesel usage in taxable gallons, with EPA emission factors applied based on usage. For all IC-owned trucks under 26K lbs, calculated based on diesel usage from all trucks with installed ELD units, with EPA emission factors were applied based on usage. For all IC-owned trucks under 26K lbs without installed ELD units, emissions were estimated based on the average annual diesel usage per Independent Contractor truck and the number of months each truck was operated for Forward Air.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1279.0

(7.5.3) Methodological details

Forward Air calculated waste based on the average annual waste (in kg) generated per person and the average recycling rate. This average was used to estimate the emissions from waste per FTE.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1524.0

(7.5.3) Methodological details

Forward Air calculated business travel for all unspecified business travel expenses using an average NAICs spend-based emission factor was used after adjusting for inflation.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

5354.0

(7.5.3) Methodological details

Forward Air conducted a benchmark research analysis to determine modes of travel in each location and average distance traveled per trip. Using internal office occupancy data, emissions were calculated based on estimated distances of employee commute for each year. EPA emission factors applied as appropriate.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

71.0

(7.5.3) Methodological details

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

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

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

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

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

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

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

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

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

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

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

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Forward Air does not operate using a franchise model.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

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

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

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

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

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

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

63498

(7.6.3) Methodological details

Forward Air calculates Scope 1 emissions for natural gas, propane, diesel, and refrigerant leaks. Natural gas usage estimations were calculated using CBECS average office natural gas usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations that

were unable to provide direct consumption data. Natural gas emissions calculations were calculated using a widely approved EPA emissions factor for the burning of natural gas fuel based on MMBTUs used. Propane emissions calculations were calculated using EPA emission factor for the burning of Propane fuel based on Liters used. Diesel emissions calculations were calculated using EPA emission factor based on assumed fuel usage for each asset for the burning of Diesel fuel based on Liters used. Refrigerant emissions calculations were calculated using industry estimates for amount of refrigerant used and leaked in office buildings based on square footage. The GWP is used to convert refrigerant emissions to CO₂e.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO₂e)

98839

(7.6.2) End date

12/31/2022

(7.6.3) Methodological details

Forward Air calculates Scope 1 emissions for natural gas, propane, diesel, and refrigerant leaks. Natural gas usage estimations were calculated using CBECS average office natural gas usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations that were unable to provide direct consumption data. Natural gas emissions calculations were calculated using a widely approved EPA emissions factor for the burning of natural gas fuel based on MMBTUs used. Propane emissions calculations were calculated using EPA emission factor for the burning of Propane fuel based on Liters used. Diesel emissions calculations were calculated using EPA emission factor based on assumed fuel usage for each asset for the burning of Diesel fuel based on Liters used. Refrigerant emissions calculations were calculated using industry estimates for amount of refrigerant used and leaked in office buildings based on square footage. The GWP is used to convert refrigerant emissions to CO₂e.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO₂e)

65219

(7.6.2) End date

12/31/2021

(7.6.3) Methodological details

Forward Air calculates Scope 1 emissions for natural gas, propane, diesel, and refrigerant leaks. Natural gas usage estimations were calculated using CBECS average office natural gas usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations that were unable to provide direct consumption data. Natural gas emissions calculations were calculated using a widely approved EPA emissions factor for the burning of natural gas fuel based on MMBTUs used. Propane emissions calculations were calculated using EPA emission factor for the burning of Propane fuel based on Liters used. Diesel emissions calculations were calculated using EPA emission factor based on assumed fuel usage for each asset for the burning of Diesel fuel based on Liters used. Refrigerant emissions calculations were calculated using industry estimates for amount of refrigerant used and leaked in office buildings based on square footage. The GWP is used to convert refrigerant emissions to CO2e.

[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

13719

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

14415

(7.7.4) Methodological details

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2023. Forward calculates both a market-based and location-based approach. Electricity usage estimations are calculated using CBECS average office electricity usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations unable to provide direct consumption data. Electricity emissions calculations used eGrid and Green-e emission factors. Electricity regions were assigned to each office based on location and used the widely approved and relevant emissions factors based on kWh of usage.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

14869

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2022. Forward calculates both a market-based and location-based approach. Electricity usage estimations are calculated using CBECS average office electricity usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations unable to provide direct consumption data. Electricity emissions calculations used eGrid and Green-e emission factors. Electricity regions were assigned to each office based on location and used the widely approved and relevant emissions factors based on kWh of usage.

Past year 2**(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)**

11952

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

11952

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2021. Forward calculates both a market-based and location-based approach. Electricity usage estimations are calculated using CBECS average office electricity usage based on U.S. Regions and Climate Zones (International); calculated the average usage based on square footage to locations unable to provide direct consumption data. Electricity emissions calculations used eGrid and Green-e emission factors. Electricity regions were assigned to each office based on location and used the widely approved and relevant emissions factors based on kWh of usage.

[Fixed row]

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

Purchased goods and services

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

46829.5

(7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

Hybrid method

Spend-based method

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

36

(7.8.5) Please explain

When available, Forward Air uses supplier-reported annual revenue and emissions in their 2023 CDP responses. Total category 1 emissions calculated using this method account for 36% of total category 1 emissions.

Capital goods

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

3009.5

(7.8.3) Emissions calculation methodology

Select all that apply

Average spend-based method

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

0

(7.8.5) 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)

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

17416.6

(7.8.3) Emissions calculation methodology

Select all that apply

Fuel-based method

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

0

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

334171

(7.8.3) Emissions calculation methodology

Select all that apply

Fuel-based method

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

0

(7.8.5) Please explain

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

Waste generated in operations

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

1096.2

(7.8.3) Emissions calculation methodology

Select all that apply

Average data method

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

0

(7.8.5) Please explain

Even though this category represents a very small amount (

Business travel

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

3078.5

(7.8.3) Emissions calculation methodology

Select all that apply

Average spend-based method

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

0

(7.8.5) Please explain

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

Employee commuting

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

7469.2

(7.8.3) Emissions calculation methodology

Select all that apply

Average data method

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

0

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Forward Air estimated and accounted for emissions from leased facilities for owned facilities in scope 1 and 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

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

Use of sold products

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

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

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

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

Downstream leased assets

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

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

Franchises

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Forward Air does not operate using a franchise model.

Investments

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

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

Other (upstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

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

Other (downstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

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

[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2022

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

29106

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

2931

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

22186

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

304331

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

1226

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

1564

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

11118

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

2226

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

0

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

0

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

0

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

0

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

0

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

0

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

0

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

0

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

0

(7.8.1.19) Comment

All segments listed as 0 were not calculated.

Past year 2

(7.8.1.1) End date

12/31/2021

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

10405

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

7518

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

17680

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

306889

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

1279

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

1524

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

5354

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

71

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

0

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

0

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

0

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

0

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

0

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

0

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

0

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

0

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

0

(7.8.1.19) Comment

*All segments listed as 0 were not calculated.
[Fixed row]*

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

	Verification/assurance status
Scope 1	Select from: <input checked="" type="checkbox"/> No third-party verification or assurance
Scope 2 (location-based or market-based)	Select from: <input checked="" type="checkbox"/> No third-party verification or assurance
Scope 3	Select from: <input checked="" type="checkbox"/> No third-party verification or assurance

[Fixed row]

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

Select from:

Decreased

(7.10.1) 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 renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Forward Air is currently investigating the viability of renewable energy for our trucks and hope to implement usage within the next 2 years.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

123.13

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

0.0016

(7.10.1.4) Please explain calculation

In January 2023 Forward Air launched an internal Idle Time Program aimed to decrease trucks' idling time in the field with our PUD fleet. Forward Air uses ELD system data to run a weekly report to analyze our drivers' drivetime, idle time, and the number of idle events and we share the results with our team to review and make improvements. In January 2023 it was found Forward Air PUD fleet used 1.19 gallons idling for every 100 miles driven. By December 2023 that total decreased 9.4% to 1.03 gallons idling for every 100 miles driven. Month over month Forward Air showed decreases in this and several other metrics. Forward Air has FY2024 results as well and are seeing YoY decreases in almost all our KPI's relevant to this program.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

13979

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

16.7

(7.10.1.4) Please explain calculation

Forward Air saw a decrease in activity in 2023 from 2022. Using revenue as a benchmark for activity we saw a decrease YoY of 16.7%.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

Location-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

No

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

Select from:

Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

63393.73

(7.15.1.3) GWP Reference

Select from:

IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

13.33

(7.15.1.3) GWP Reference

Select from:

IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

19.23

(7.15.1.3) GWP Reference

Select from:

IPCC Sixth Assessment Report (AR6 - 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:

HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

71.71

(7.15.1.3) GWP Reference

Select from:

IPCC Sixth Assessment Report (AR6 - 100 year)

[Add row]

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

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Canada	104.46	7.09	7.09

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Mexico	0	0	0
United States of America	63939	13712	14408

[Fixed row]

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

Select all that apply

By business division

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	TLS	2648
Row 2	LTL	34383
Row 3	FFM	1630
Row 4	CST	24838

[Add row]

(7.19) 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	Comment
Transport services activities	68942	Forward Air emitted an estimated 68,942 tCO2e of Scope 1 emissions.

[Fixed row]

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

Select all that apply

By business division

(7.20.1) 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)
Row 1	TLS	438	456
Row 2	LTL	9328	9731
Row 3	CST	3043	3261
Row 5	FFM	910	966

[Add row]

(7.21) 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
Transport services activities	13719	14415	Forward Air emitted an estimated 13,719 tCO2e of Scope 2 location-based emissions and 14,415 tCO2e of Scope 2 market-based emissions.

[Fixed row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

63498

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

13719

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

14415

(7.22.4) Please explain

All of our entities fall into the consolidated accounting group.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

*All of our entities fall into the consolidated accounting group.
[Fixed row]*

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

Select from:

Not relevant as we do not have any subsidiaries

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

More than 5% but less than or equal to 10%

(7.30) 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)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

271330

(7.30.1.4) Total (renewable and non-renewable) MWh

271330

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

35652

(7.30.1.4) Total (renewable and non-renewable) MWh

35652

Total energy consumption

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

306962

(7.30.1.4) Total (renewable and non-renewable) MWh

306962

[Fixed row]

(7.30.6) 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	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Forward Air does not consume fuel from sustainable biomass

Other biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Forward Air does not consume fuel from any other biomass.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Forward Air does not consume fuel from other renewable fuels.

Coal

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Forward Air does not consume fuel from coal.

Oil

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

196468

(7.30.7.8) Comment

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

Gas

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

43571

(7.30.7.8) Comment

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

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

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

31290

(7.30.7.8) Comment

This is representative of Forward Air's propane consumption for its forklifts.

Total fuel

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

217329

(7.30.7.8) Comment

*Cumulative total.
[Fixed row]*

(7.30.14) 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 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

United States of America

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.10) Comment

As environmental 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.

Row 2

(7.30.14.1) Country/area

Select from:

Canada

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.10) Comment

As environmental 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

[Add row]

(7.30.15) Provide details on the average emission factor used for all transport movements per mode that directly source energy from the grid.

Row 1

(7.30.15.1) Category

Select from:

HDV

(7.30.15.2) Emission factor unit

Select from:

gCO2e/kWh

(7.30.15.3) Average emission factor: unit value

0

(7.30.15.4) Comment

Forward Air does not own or operate any HDVs that source energy directly from the grid.

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

236.3

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

236.30

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

35415.8

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

35415.80
[Fixed row]

(7.36) Provide any efficiency metrics that are appropriate for your organization's transport products and/or services.

Row 1

(7.36.1) Activity

Select from:

Heavy Duty Vehicles (HDV)

(7.36.2) Metric figure

6.64

(7.36.3) Metric numerator

Select from:

Other, please specify :Miles driven

(7.36.4) Metric denominator

Select from:

Other, please specify :Gallons of fuel

(7.36.5) Metric numerator: Unit total

32052725.98

(7.36.6) Metric denominator: Unit total

4827228.25

(7.36.7) % change from last year

6.87

(7.36.8) Please explain

HDV energy efficiency metric is based on Forward Air's owned trucks. The fuel efficiency decreased 6.87% compared to last year as the amount of fuel used decreased 10.01% while the number of miles driven decreased 14.37%. Last year, Forward Air's consumed 4,827,228 gallons for 39,067,622 miles driven. [Add row]

(7.45) 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.

Row 1

(7.45.1) Intensity figure

0.0000473

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

77913

(7.45.3) Metric denominator

Select from:

unit total revenue

(7.45.4) Metric denominator: Unit total

1644609000

(7.45.5) Scope 2 figure used

Select from:

Market-based

(7.45.6) % change from previous year

12.6

(7.45.7) Direction of change

Select from:

Increased

(7.45.8) Reasons for change

Select all that apply

Change in revenue

(7.45.9) Please explain

Revenue decreased by approximately 17% from 2022 to 2023 while gross global combined Scope 1 and 2 emissions decreased by 6.9% which drove the overall emissions intensity per unit of revenue up.

[Add row]

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

LDV

(7.51.1) Scopes used for calculation of intensities

Select from:

Report just Scope 1

(7.51.2) Intensity figure

0

(7.51.3) Metric numerator: emissions in metric tons CO2e

0

(7.51.4) Metric denominator: unit

Select from:

t.mile

(7.51.5) Metric denominator: unit total

0

(7.51.6) % change from previous year

0

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

All emissions from transport activities are captured in the HDV row.

HDV

(7.51.1) Scopes used for calculation of intensities

Select from:

Report just Scope 1

(7.51.2) Intensity figure

0

(7.51.3) Metric numerator: emissions in metric tons CO2e

49286

(7.51.4) Metric denominator: unit

Select from:

t.mile

(7.51.5) Metric denominator: unit total

0

(7.51.6) % change from previous year

0

(7.51.7) 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

(7.51.1) Scopes used for calculation of intensities

Select from:

Report just Scope 1

(7.51.2) Intensity figure

0

(7.51.3) Metric numerator: emissions in metric tons CO2e

49286

(7.51.4) Metric denominator: unit

Select from:

t.mile

(7.51.5) Metric denominator: unit total

0

(7.51.6) % change from previous year

0

(7.51.7) 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.

[Fixed row]

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

Select all that apply

Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

- Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

- 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

(7.53.1.4) Target ambition

Select from:

- 1.5°C aligned

(7.53.1.5) Date target was set

01/01/2022

(7.53.1.6) Target coverage

Select from:

- Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Methane (CH₄)
- Nitrous oxide (N₂O)
- Carbon dioxide (CO₂)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Sulphur hexafluoride (SF₆)
- Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

Scope 1

Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

Market-based

(7.53.1.11) End date of base year

12/31/2021

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

65219

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

11952

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

0.000

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

77171.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

42

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

44759.180

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

63498

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

14415

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

77913.000

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

-2.29

(7.53.1.80) Target status in reporting year

Select from:

Underway

(7.53.1.82) 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 1.5C above pre-industrial temperatures. This target covers 100% of Scope 1 & 2 emissions.

(7.53.1.83) Target objective

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.

(7.53.1.84) 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.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

[Add row]

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

Select all that apply

No other climate-related targets

(7.55) 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.

Select from:

Yes

(7.55.1) 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	5	<i>Numeric input</i>
To be implemented	0	0
Implementation commenced	0	0
Implemented	1	123.13
Not to be implemented	0	<i>Numeric input</i>

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Transportation

Company fleet vehicle efficiency

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

123.13

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

Select all that apply

Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

Mandatory

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

61668

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

11500

(7.55.2.7) Payback period

Select from:

<1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

3-5 years

(7.55.2.9) Comment

*This answer pertains to Forward Air's idle time reduction initiative.
[Add row]*

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

Financial optimization calculations

(7.55.3.2) Comment

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.

Row 2

(7.55.3.1) Method

Select from:

Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Forward Air is compliant with all regulations around emission reduction activities within the transportation industry.

Row 3

(7.55.3.1) Method

Select from:

Employee engagement

(7.55.3.2) Comment

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.

Row 4

(7.55.3.1) Method

Select from:

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.

(7.55.3.2) Comment

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.

[Add row]

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

Select from:

No

(7.75) Provide tracking metrics for the implementation of low-carbon transport technology over the reporting year.

Row 1

(7.75.1) Activity

Select from:

Heavy Duty Vehicles (HDV)

(7.75.2) Metric

Select from:

Yearly purchase

(7.75.3) Technology

Select from:

Other, please specify :Carbon Capture Truck

(7.75.4) Metric figure

10

(7.75.5) Metric unit

Select from:

Units

(7.75.6) Explanation

Forward Air has purchased 10 mobile CCS units from Remora in 2022 as part of Remora's pilot program occurring in 2025.

[Add row]

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:

No

C11. Environmental performance - Biodiversity

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

	Actions taken in the reporting period to progress your biodiversity-related commitments
	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to undertake any biodiversity-related actions

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	<i>Select from:</i> <input checked="" type="checkbox"/> No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

Forward Air has remained committed to environmental issues related to our transportation operations with our trucks. Our goal is to continue to focus on reducing our GHG emissions and we do not find biodiversity to be a material risk to our operations.

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

Other, please specify :Forward Air works closely with Agendi to calculate our GHG Inventory and our CDP Response. We plan to have third party verification within the next 2 years.

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

*Forward Air works closely with Agendi to calculate our GHG Inventory and our CDP Response. We plan to have third party verification within the next 2 years.
[Fixed row]*

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief People Officer

(13.3.2) Corresponding job category

Select from:

Other C-Suite Officer

[Fixed row]

