



FORWARD AIR CORP

2025 CDP Corporate Questionnaire 2025

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.

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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, Canada and Mexico. We provide 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. As a single resource for all your transportation needs, we offer seamless integration of Ground, Air, Ocean, Customs Brokerage, and Contract Logistics delivered anywhere on the globe

[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

12/31/2024

(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:

1 year

[Fixed row]

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

2474262000

(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

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

- | | |
|---|--|
| <input checked="" type="checkbox"/> Peru | <input checked="" type="checkbox"/> Mexico |
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Malaysia |
| <input checked="" type="checkbox"/> India | <input checked="" type="checkbox"/> Thailand |
| <input checked="" type="checkbox"/> Japan | <input checked="" type="checkbox"/> Viet Nam |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Singapore |
| <input checked="" type="checkbox"/> Sri Lanka | <input checked="" type="checkbox"/> Hong Kong SAR, China |
| <input checked="" type="checkbox"/> Netherlands | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> Philippines | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input checked="" type="checkbox"/> Taiwan, China | |
| <input checked="" type="checkbox"/> Republic of Korea | |

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

Select all that apply

- Light Duty Vehicles (LDV)
- Heavy Duty Vehicles (HDV)
- Marine
- Aviation

(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, but we plan to within the next two years

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

Select from:

- Not an immediate strategic priority

(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 transportation operations. Forward Air does not use plastics enough where there was a need to prioritize 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. Our priority is to continue to focus on reducing our GHG emissions and we plan to assess nature-related dependencies and/or impacts within the next two years.

[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 2025 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 found 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. Our goal is to continue to focus on reducing our GHG emissions and we plan to address this in our double materiality to be completed in the coming years.

[Fixed row]

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

(2.3.1) Identification of priority locations

Select from:

- Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

- Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

- Areas of limited water availability, flooding, and/or poor quality of water

Locations with substantive dependencies, impacts, risks, and/or opportunities

- Other location with substantive nature-related dependencies, impacts, risks, and/or opportunities, please specify

(2.3.4) Description of process to identify priority locations

Forward Air completed an environmental-related risks and opportunities assessment in 2025 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 found in our ESG report.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

No, we do not have a list/geospatial map of priority locations

[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

Qualitative

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]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

No, we do not identify and classify our potential water pollutants

(2.5.3) 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 water to be a material risk to our operations.

[Fixed 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

Water

(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 water security to be a material risk to our operations.

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

Technology

Transition to lower emissions technology and products

(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

The shift to electric vehicles (EVs) or alternative fuel technologies requires significant upfront investments in new vehicles, charging or refueling infrastructure, and related assets. This may cause strain on cash flow and financial resources, as substantial capital expenditures are needed to modernize our fleet and support lower-emission operations.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased capital expenditures

(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
- Long-term

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

Select from:

- Likely

(3.1.1.14) Magnitude

Select from:

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 anticipates that this risk is difficult to mitigate costs associated with the EV transition & alternative fuel vehicles, so it has a material impact on our financial position, financial performance, or cash flows in the short-, 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

Infrastructure, technology and spending

Increase investment in R&D

(3.1.1.27) Cost of response to risk

26400

(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 actively exploring electric vehicle and charging infrastructure options, as well as subsidies and other government incentives to support this transition. We are planning to pilot EVs within the next few years to better understand the upfront and lifetime costs of EVs compared to internal combustion engine vehicles.

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

Forward Air has operations across the United States and internationally. Within these jurisdictions, the climate policy landscape is diverging at the state, federal, and international level. This poses the risk of unpredictable compliance demands. Shifts in regulations – from reduced disclosure requirements to stringent state-level emissions rules – create uncertainty that could lead to unforeseen legal liabilities and increased costs affecting financial predictability and operational planning.

(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
- Long-term

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

Select from:

- Virtually certain

(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 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.

(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

(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 has publicly disclosed our annual GHG inventory since 2019, and we have received third-party assurance for our 2024 Scope 1 & 2 GHG emissions. Along with our updated TCFD-aligned report, we are aligned with current & proposed state-level regulations within the United States. Moving forward, we will continue to measure and disclose our GHG emissions by completing a GHG inventory and publishing the results in our annual ESG Report, as well as updating our TCFD-aligned report at least every two years. We are actively monitoring international climate-related regulations, and will continue to comply with future regulations.

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

Loss of customers due to demand for low-carbon logistics & ESG compliance. Large customers are increasingly requiring suppliers to support sustainability initiatives. Forward Air has not already been able to meet some EST-related customer requests.

(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

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

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

Select from:

- Likely

(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

As customers – especially large corporations with net zero commitments – demand low-carbon logistics solutions and enforce ESG compliance, there is a risk of losing market share and revenue if Forward Air fails to meet these evolving expectations. These expectations also extend beyond direct operations to include our subcontractors and next-tier suppliers. These shifts in consumer and corporate buying patterns toward more sustainable business operations and transportation options could undermine Forward Air’s competitive positioning and erode long-term profitability.

(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

Diversification

Develop new products, services and/or markets

(3.1.1.27) Cost of response to risk

54900

(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 fuels, such as biodiesel and renewable diesel, and electric vehicles that would be shielded from price increases for diesel. We have also implemented an idle time reduction initiative and began piloting a shipment-level carbon tracking tool in 2024. We are actively considering additional efficiency improvements, such as aerodynamic vehicles and trailers, and improving driving behaviors that would result in improved fuel efficiency. 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. We are using renewable diesel at specific sites, and we plan to pilot the use of electric vehicles within the next few years.

Climate change

(3.1.1.1) Risk identifier

Select from:

- Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

- Other acute physical risk, please specify :Exposure to extreme weather events

(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

Exposure to extreme weather events – particularly cyclones – pose the risk of immediate, disruptive impacts on operations. These acute events can damage critical infrastructure, interrupt transportation networks and rerouting arrangements, and lead to unplanned increases in insurance rates, maintenance and emergency response expenditures.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased insurance premiums

(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
- Long-term

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

Select from:

- 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 anticipates it will have a material impact on our financial position. Insurance premiums have seen a 25% increase over the past year, and it's difficult to mitigate insurance premiums as they're based on regional risks. Rerouting due to infrastructural damage could also cause operational cost increases.

(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

- Other policies or plans, please specify :Develop Emergency Action Plans and maintain insurance coverage

(3.1.1.27) Cost of response to risk

48000

(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

While extreme weather events cannot be fully prevented or controlled due to their unpredictable nature, Forward Air acknowledges that they are inevitable and maintains detailed emergency preparedness plans across all its facilities. These include Emergency Action Plans tailored to specific risks such as hurricanes, floods, tornadoes, fires, and earthquakes, with clear, site-specific procedures for ensuring employee safety and operational continuity. For example, during Hurricane Harvey, Forward Air was able to successfully resume operations and minimize financial disruption by activating its preparedness protocols. Forward Air also maintains insurance coverage to support recovery from physical damage and unplanned expenditures arising from such events.

[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:

OPEX

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

1336712000

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

Select from:

31-40%

(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

Our purchased transportation, fuel expense, and insurance & claims amount to an operational expense of \$1,336,712,000. This represents ~37% of our operational expenses.

[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: <input checked="" type="checkbox"/> No	Not applicable

[Fixed 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?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

Yes, we have identified opportunities, and some/all are being realized

Water

(3.6.1) Environmental opportunities identified

Select from:

No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

Forward Air has remained committed to Climate Change 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 water to be a material risk to our operations
[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

Resource efficiency

- Other resource efficiency opportunity, please specify :Investment in Fuel-Efficient Technologies & Route Optimization

(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

Investing in fuel-efficient technologies such as aerodynamic upgrades, low rolling resistance tires, and idle reduction systems, as well as implementing route optimization software, can significantly reduce fuel consumption and emissions. These technologies also improve delivery efficiency and enable better on-time performance and resource utilization while aligning operations with sustainability targets.

(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
- Medium-term
- Long-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-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

This opportunity has the potential to reduce direct costs in our organization

(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)

50000

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

60000

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

100000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

120000

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

150000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

180000

(3.6.1.23) Explanation of financial effect figures

We saved 60,000 worth of diesel over the last three quarters of YoY from our base year 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'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.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

- Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

- Increased availability of products with reduced environmental impact [other than certified products]

(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

Developing and marketing green logistics solutions, such as providing carbon offset options and leveraging electric or hybrid delivery vehicles can help meet rising customer demand for sustainable shipping. These services can differentiate Forward Air in a competitive market, enhance brand perception, and unlock premium pricing opportunities.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues through access to new and emerging markets

(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

Long-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

(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

Forward Air is currently piloting renewable diesel at select locations to understand the financial and logistical feasibility of expanding its use within our operations. We are also planning to incorporate an electric vehicle pilot program for our Pickup & Delivery (PUD) operations within the next few years. Furthermore, we are actively discussing the feasibility of other alternative fuels, hybrid vehicles, and carbon offsets.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

Expansion into new markets

(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

As corporations adopt science-based climate targets, they increasingly seek logistics partners that can help reduce their transportation-related emissions. Forward Air can position itself as a preferred by vendor by offerings low-carbon services, carbon tracking, and emissions reporting. This alignment not only helps attract new customers but also strengthens long-term contracts and client loyalty by contributing directly to their decarbonization strategies.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

(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
- Medium-term
- Long-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

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

With the recent acquisition of Omni Logistics, we are planning to update our climate targets within the next year. This update will also include a Climate Transition Plan that will detail our prioritized mitigation efforts to ensure our targets are both ambitious and feasible. This updated Climate Transition Plan and emissions reduction targets will further position Forward Air as a sustainability-conscious provider.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp4

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

Improved supply chain engagement

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

Upstream value chain

(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

As large customers begin to extend ESG requirements to include subcontractors, there is a valuable opportunity for Forward Air to strengthen supplier engagement efforts. Proactively supporting subcontractors in aligning with ESG standards can improve overall compliance across the supply chain. This approach may lead to an increased number of compliant vehicles and strengthen customer relationships, positioning Forward Air as a proactive and responsible partner.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues through access to new and emerging markets

(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
- Medium-term
- Long-term

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

Select from:

- Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

- 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

(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

We are in the process of engaging with our top suppliers to better understand the GHG emissions and climate-related initiatives. This engagement will help inform future collaborations and support increasing climate maturity of our suppliers and independent contractors.

[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

Water

(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. 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.

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. 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)
- Chief Compliance Officer (CCO)
- Other C-Suite Officer
- Board-level committee
- President

(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.

[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

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

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

(4.2.4) Primary reason for no board-level competency on this environmental issue

Select from:

Judged to be unimportant or not relevant

(4.2.5) Explain why your organization does not have a board with competence on this environmental issue

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

[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

Water

(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. Our goal is to continue to focus on reducing our GHG emissions and we do not find water to be a material risk to our operations.

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. 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 ELT team at least twice annually on 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?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

Forward Air has remained committed to environmental issues related to our transportation operations. Our goal is to continue to focus on reducing our GHG emissions.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

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

[Fixed 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

At Forward Air, the success of our business is directly tied to the health of the planet. We recognize and are dedicated to our responsibility to reduce our impact on the environment and local communities. Our own efforts, amplified through collaborations with our partners and customers, contribute to our ability to create clean, safe workplaces and healthy communities now and for future generations. We are 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. As part of our ongoing efforts, Forward Air is committed to:

- Complying with all environmental laws and regulations.*
- Incorporating sustainable business practices to reduce greenhouse gas emissions, increase energy efficiency, reduce waste, and efficiently use natural resources.*
- Measuring our environmental performance through use of a framework to set and review objectives and targets.*
- Creating awareness of this policy among our employees, contractors, suppliers, vendors, and partners.*
- Improving employee environmental performance through policies, procedures, and training.*
- Engaging our external stakeholders to promote sustainable business practices.*
- Reporting publicly on environmental performance.*

(4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to comply with regulations and mandatory standards
- Commitment to take environmental action beyond regulatory compliance
- 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.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 2025 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

No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

(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, and we do not plan to have one in the next two years

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

Select from:

Unknown

(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

Forward Air has remained committed to environmental issues related to our transportation operations. Our goal is to continue to focus on reducing our GHG emissions.

(4.11.9) Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select from:

Not an immediate strategic priority

(4.11.10) Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Forward Air has remained committed to environmental issues related to our transportation operations. Our goal is to continue to focus on reducing our GHG emissions.

[Fixed 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

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:

Complete

(4.12.1.5) Content elements

Select all that apply

Strategy

Content of environmental policies

Governance

Emission targets

Emissions figures

Value chain engagement

(4.12.1.6) Page/section reference

1-22

(4.12.1.7) Attach the relevant publication

2024 ESG Report_Compressed.pdf

(4.12.1.8) Comment

Our annual ESG report discusses all of the aforementioned topics.

Row 2

(4.12.1.1) Publication

Select from:

In mainstream reports

(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:

Complete

(4.12.1.5) Content elements

Select all that apply

Governance

Risks & Opportunities

Strategy

(4.12.1.6) Page/section reference

16,20

(4.12.1.7) Attach the relevant publication

Forward Air_10-k.pdf

(4.12.1.8) Comment

Our annual 10-k discusses our strategy related to ESG and also includes environmentally relevant risks to our business.

[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

Water

(5.1.1) Use of scenario analysis

Select from:

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

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

Judged to be unimportant or not relevant

(5.1.4) Explain why your organization has not used scenario analysis

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 water to be a material risk to our operations.

[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 1.5°C 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	Forward Air has worked in coordination with Agendi to investigate low-carbon fuels, electrification, and other low-carbon initiatives.

[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:

Applied research and development

(5.5.8.4) Average % of total R&D investment over the last 3 years

(5.5.8.6) Average % of total R&D investment planned over the next 5 years

15

(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 and other sustainability consultants 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

(5.5.8.4) Average % of total R&D investment over the last 3 years

2

(5.5.8.6) Average % of total R&D investment planned over the next 5 years

83

(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

(5.5.8.4) Average % of total R&D investment over the last 3 years

1

(5.5.8.6) Average % of total R&D investment planned over the next 5 years

2

(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 over costs incurred in 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:	Select all that apply

	Engaging with this stakeholder on environmental issues	Environmental issues covered
	<input checked="" type="checkbox"/> Yes	<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

(5.11.5.3) 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:

- Less than 1%

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

Select from:

- Less than 1%

(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

Water

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

No, this engagement is unrelated to meeting an environmental requirement

[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:

Less than 1%

(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. We also provide our customers with carbon accounting for the transportation we provide.

(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.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

Other value chain stakeholder, please specify :Internal employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

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 to increase our engagement with our internal employees on climate-related projects and our environmental impact.

(5.11.9.6) Effect of engagement and measures of success

Forward Air is still working on its engagement strategy with employees and are prioritizing increased engagement in the coming years. 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, Independent Contractor-owned vehicles, and our brokered vehicles spanning across trucks, air and ocean liners.

Water

(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, Independent Contractor-owned vehicles, and our brokered vehicles spanning across trucks, air and ocean liners.

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 continues to calculate our greenhouse gases due to our environmental impact from our transportation operations. Forward Air does not use plastics enough where there was a need to prioritize value chain mapping but we plan to address this in the coming years.

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. 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?	Name of organization(s) acquired, divested from, or merged with	Details of structural change(s), including completion dates
	Select all that apply <input checked="" type="checkbox"/> Yes, an acquisition	Omni Logistics, LLC	Completed on 01/25/2024

[Fixed row]

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

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

Yes, a change in methodology

Yes, a change in boundary

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

The acquisition of Omni Logistics, LLC (Omni) has expanded our boundary to include all known emissions from Omni's operations and value chain. We have also updated our emissions calculation methodology to align all transportation-related emissions with the Smart Freight Centre's GLEC Framework for Logistics Emissions Methodologies.

[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

Scope 1

Scope 2, location-based

Scope 2, market-based

Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

Due to the Omni acquisition, we have decided to update our base year to 2024 since the change was much greater than our 5% significance threshold. We are currently in the process of updating our emissions reduction targets based on our new operations and base year.

(7.1.3.4) Past years' recalculation

Select from:

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

- Smart Freight Centre: GLEC Framework for Logistics Emissions Methodologies
- 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 2024. 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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

67759

(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 GLEC emission factor based on fuel usage. 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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

24311

(7.5.3) Methodological details

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2024. 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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

26093

(7.5.3) Methodological details

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2024. 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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

52332

(7.5.3) Methodological details

Forward Air applied an 81% 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 81%] that publicly report emissions data was used to calculate an emissions factor. For vendors [within the top 81%] 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 19% 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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

3596

(7.5.3) Methodological details

Forward Air used the Capital Expenditure listed in the 2024 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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

17632

(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 from IEA based on kwh usage. For natural gas, diesel and propane, DESNZ emission factors were applied based on usage.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

373811

(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, calculations based on diesel usage in taxable gallons, with GLEC emission factors applied based on usage.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

1767

(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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

2561

(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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

15756

(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

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Forward Air does not have any additional leased assets not covered in Scope 1 & 2.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

926268

(7.5.3) Methodological details

Estimated emissions from all relevant brokerage activity based on total metric ton.km or TEU.km for each shipping mode and vehicle using the GLEC Framework and applying the relevant emission factors.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2024

(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

12/31/2024

(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

12/31/2024

(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

12/31/2024

(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

12/31/2024

(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

12/31/2024

(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

12/31/2024

(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

12/31/2024

(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)

67759

(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 GLEC emission factor based on fuel usage. 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)

63498

(7.6.2) End date

12/31/2023

(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 fuel usage. 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)

68839

(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 fuel usage. 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)

24311

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

26093

(7.7.4) Methodological details

Forward Air calculates Scope 2 emissions for all purchased electricity for every facility in use during 2024. 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 for location-based and Green-e for market-based. 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)

13719

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

14415

(7.7.3) End date

12/31/2023

(7.7.4) 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 for location-based and Green-e for market-based. 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)

14869

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

14869

(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. 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.

[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)

52332

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

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

8.3

(7.8.5) Please explain

Forward Air applied an 81% threshold to the vendor spend list (excluding internal spend for tax departments, building management, FWRD-owned businesses, and unknown personnel). For vendors [within the top 81%] that publicly report emissions data was used to calculate an emissions factor. For vendors [within the top 81%] 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 19% 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.

Capital goods

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

3596

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

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

8.3

(7.8.5) Please explain

Forward Air used the Capital Expenditure listed in the 2024 10K to determine the percentage of supplier spend emissions associated with capital goods. Assumed % of emissions calculated using supplier data is consistent across Category 1 and Category 2

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)

17632

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

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

0

(7.8.5) Please explain

Used energy data from Scope 1 & 2 calculations. For electricity, Forward Air assigned electricity regions to each office based on location and used the widely approved and relevant emissions factors from IEA based on kwh usage. For natural gas, diesel and propane, DESNZ emission factors were applied based on usage.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

373811

(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

100

(7.8.5) Please explain

Forward Air estimated its Category 4 emissions using the fuel consumption of its independent contractors. For all IC-owned trucks, calculations based on diesel usage in taxable gallons, with GLEC emission factors applied based on usage.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

1767

(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 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.

Business travel

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

2562

(7.8.3) Emissions calculation methodology

Select all that apply

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

Employee commuting

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

15756

(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 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.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Forward Air does not have any additional leased assets not covered in Scope 1 & 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

926268

(7.8.3) Emissions calculation methodology

Select all that apply

Distance-based method

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

100

(7.8.5) Please explain

Estimated emissions from all relevant brokerage activity based on total metric ton.km or TEU.km for each shipping mode and vehicle using the GLEC Framework and applying the relevant emission factors.

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

12/31/2023

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

46830

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

3009

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

16526

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

334171

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

1096

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

3078

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

7469

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

0

(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

Our 2023 GHG emissions calculations do not include emissions from Omni. We have updated our base year to 2024 to ensure that all future years incorporate Omni-related emissions.

[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"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	Select from: <input checked="" type="checkbox"/> No emissions data provided

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

Annual process

(7.9.1.2) Status in the current reporting year

Select from:

Complete

(7.9.1.3) Type of verification or assurance

Select from:

Limited assurance

(7.9.1.4) Attach the statement

Forward Air_CY24_Verification_Opinion_v1.pdf

(7.9.1.5) Page/section reference

3

(7.9.1.6) Relevant standard

Select from:

ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

- Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

- Annual process

(7.9.2.3) Status in the current reporting year

Select from:

- Complete

(7.9.2.4) Type of verification or assurance

Select from:

- Limited assurance

(7.9.2.5) Attach the statement

Forward Air_CY24_Verification_Opinion_v1.pdf

(7.9.2.6) Page/ section reference

(7.9.2.7) Relevant standard

Select from:

ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add 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:

Increased

(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.**Acquisitions****(7.10.1.1) Change in emissions (metric tons CO2e)**

38375

(7.10.1.2) Direction of change in emissions

Select from:

Increased

(7.10.1.3) Emissions value (percentage)

(7.10.1.4) Please explain calculation

This increase in emissions is directly related to Forward Air's acquisition of Omni Logistics and incorporating their Scope 1, 2 & 3 emissions into our reporting boundary.

[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:

Market-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)

67289.5

(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)

7.28

(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)

6.68

(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)

384.42

(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.

Canada

(7.16.1) Scope 1 emissions (metric tons CO₂e)

319.109

(7.16.2) Scope 2, location-based (metric tons CO₂e)

35.86

(7.16.3) Scope 2, market-based (metric tons CO2e)

35.86

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

428.36

(7.16.2) Scope 2, location-based (metric tons CO2e)

526.95

(7.16.3) Scope 2, market-based (metric tons CO2e)

526.95

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

1329.577

(7.16.2) Scope 2, location-based (metric tons CO2e)

2680.68

(7.16.3) Scope 2, market-based (metric tons CO2e)

680.68

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.704

(7.16.2) Scope 2, location-based (metric tons CO2e)

4.41

(7.16.3) Scope 2, market-based (metric tons CO2e)

4.41

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

65.037

(7.16.2) Scope 2, location-based (metric tons CO2e)

129.5

(7.16.3) Scope 2, market-based (metric tons CO2e)

129.5

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

109.211

(7.16.2) Scope 2, location-based (metric tons CO2e)

153.02

(7.16.3) Scope 2, market-based (metric tons CO2e)

153.02

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.555

(7.16.2) Scope 2, location-based (metric tons CO2e)

3.24

(7.16.3) Scope 2, market-based (metric tons CO2e)

3.24

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.878

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.88

(7.16.3) Scope 2, market-based (metric tons CO2e)

7.88

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

11.391

(7.16.2) Scope 2, location-based (metric tons CO2e)

30.47

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.47

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

6.091

(7.16.2) Scope 2, location-based (metric tons CO2e)

9.34

(7.16.3) Scope 2, market-based (metric tons CO2e)

9.34

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

421.665

(7.16.2) Scope 2, location-based (metric tons CO2e)

479.14

(7.16.3) Scope 2, market-based (metric tons CO2e)

479.14

Sri Lanka

(7.16.1) Scope 1 emissions (metric tons CO2e)

26.139

(7.16.2) Scope 2, location-based (metric tons CO2e)

45.57

(7.16.3) Scope 2, market-based (metric tons CO2e)

45.57

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

2264.682

(7.16.2) Scope 2, location-based (metric tons CO2e)

2196.28

(7.16.3) Scope 2, market-based (metric tons CO2e)

2196.28

Thailand

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.58

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.72

(7.16.3) Scope 2, market-based (metric tons CO2e)

7.72

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.834

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.01

(7.16.3) Scope 2, market-based (metric tons CO2e)

5.01

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

62732.43

(7.16.2) Scope 2, location-based (metric tons CO2e)

17854.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

19632.36

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.966

(7.16.2) Scope 2, location-based (metric tons CO2e)

15.28

(7.16.3) Scope 2, market-based (metric tons CO2e)

15.28

[Fixed row]

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

Select all that apply

By business division

By activity

(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	<i>Expedited</i>	29793
Row 2	<i>Intermodal</i>	13124
Row 3	<i>Omni</i>	24842

[Add row]

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	<i>Transport services activities</i>	67759

[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	67759	<i>All of our Scope 1 emissions fall within our Transport services activities</i>

[Fixed row]

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

Select all that apply

By business division

By activity

(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	<i>Expedited</i>	10328	11268
Row 2	<i>Intermodal</i>	544	598
Row 3	<i>Omni</i>	13439	14227

[Add row]

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Transport services activities</i>	24311	26093

[Add row]

(7.21) Break down your organization's total gross global Scope 2 emissions by sector production activity in metric tons CO2e.

Transport services activities

(7.21.1) Scope 2, location-based, metric tons CO2e

24311

(7.21.2) Scope 2, market-based (if applicable), metric tons CO2e

26093

(7.21.3) Comment

Forward Air emitted an estimated 24,311 tCO2e of Scope 2 location-based emissions and 26,093 tCO2e of Scope 2 market-based emissions related to our Transport services activities. This covers all of our Scope 2 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)

67759

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

24311

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

(7.22.4) Please explain

This includes all of our gross Scope 1 and Scope 2 emissions as 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 0% but less than or equal to 5%

(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

561069

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

561069.00

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

66557

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

66557.00

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

627626

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

627626.00
[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:

	Indicate whether your organization undertakes this fuel application
	<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 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

156518

(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

404551

(7.30.7.8) Comment

This is representative of Forward Air's natural gas consumption for heating and propane (LPG) consumption.

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

0

(7.30.7.8) Comment

Forward Air does not consume fuel from other non-renewable sources

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

561069

(7.30.7.8) Comment

*This is representative of all of Forward Air's fuel consumption
[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

*Forward Air has not yet sourced low-carbon energy and plans to conduct a feasibility assessment in the coming year.
[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:

LDV

(7.30.15.2) Emission factor unit

Select from:

gCO₂e/kWh

(7.30.15.3) Average emission factor: unit value

428.59

(7.30.15.4) Comment

Forward Air does not currently have any transport movements from LDVs that directly source energy from the grid.

Row 2

(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

428.59

(7.30.15.4) Comment

Forward Air does not currently have any transport movements from HDVs that directly source energy 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)

353.5

(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)

353.50

China

(7.30.16.1) Consumption of purchased electricity (MWh)

897.1

(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)

897.10

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

4152.2

(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)

4152.20

India

(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

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

10.1

(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)

10.10

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

205.2

(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)

205.20

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

394.7

(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)

394.70

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

14.1

(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)

14.10

Peru

(7.30.16.1) Consumption of purchased electricity (MWh)

37.1

(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)

37.10

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

43.6

(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)

43.60

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

22.1

(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)

22.10

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

1304.8

(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)

1304.80

Sri Lanka

(7.30.16.1) Consumption of purchased electricity (MWh)

98.2

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

2

(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)

100.20

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

3961.5

(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)

3961.50

Thailand

(7.30.16.1) Consumption of purchased electricity (MWh)

17.2

(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)

17.20

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

28.4

(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)

28.40

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

55006.1

(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)

55006.10

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

29.9

(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)

29.90

[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

6.83

(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

26278372

(7.36.6) Metric denominator: Unit total

3845650

(7.36.7) % change from last year

2

(7.36.8) Please explain

HDV energy efficiency metric is based on Forward Air's owned trucks. The fuel efficiency increased 2.86% compared to last year. Contributions to this improvement include procurement of newer more efficient vehicles as well as the onboarding of our Omni vehicles which also tend to be newer and more efficient.

[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

0.0000379313

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

93852

(7.45.3) Metric denominator

Select from:

unit total revenue

(7.45.4) Metric denominator: Unit total

2474262000

(7.45.5) Scope 2 figure used

Select from:

Market-based

(7.45.6) % change from previous year

19

(7.45.7) Direction of change

Select from:

Decreased

(7.45.8) Reasons for change

Select all that apply

Acquisitions

Change in revenue

(7.45.9) Please explain

Forward Air's annual revenue increased significantly with the Omni Logistics acquisition. Omni has a lower Scope 1 & 2 emissions intensity than Forward Air, which is primarily why our overall intensity has decreased 19%.

[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 Scope 1 + 2 + 3 (category 4)

(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 LDV transport activities are captured in the HDV row.

HDV

(7.51.1) Scopes used for calculation of intensities

Select from:

Report Scope 1 + 2 + 3 (category 4)

(7.51.2) Intensity figure

0.000161

(7.51.3) Metric numerator: emissions in metric tons CO2e

88540

(7.51.4) Metric denominator: unit

Select from:

t.mile

(7.51.5) Metric denominator: unit total

551316552

(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.

This intensity metric only includes data from our brokerage operations. These operations are new so we have listed the % change from previous year as zero.

Aviation

(7.51.1) Scopes used for calculation of intensities

Select from:

Report Scope 1 + 2 + 3 (category 4)

(7.51.2) Intensity figure

0.0009478

(7.51.3) Metric numerator: emissions in metric tons CO2e

691687

(7.51.4) Metric denominator: unit

Select from:

t.mile

(7.51.5) Metric denominator: unit total

729799257

(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.

This intensity metric only includes data from our brokerage operations. These operations are new so we have listed the % change from previous year as zero.

Marine

(7.51.1) Scopes used for calculation of intensities

Select from:

Report Scope 1 + 2 + 3 (category 4)

(7.51.2) Intensity figure

0.0000634

(7.51.3) Metric numerator: emissions in metric tons CO₂e

146041

(7.51.4) Metric denominator: unit

Select from:

t.mile

(7.51.5) Metric denominator: unit total

2302228437

(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.

This intensity metric only includes data from our brokerage operations. These operations are new so we have listed the % change from previous year as zero.

ALL

(7.51.1) Scopes used for calculation of intensities

Select from:

Report Scope 1 + 2 + 3 (category 4)

(7.51.2) Intensity figure

0.00025849

(7.51.3) Metric numerator: emissions in metric tons CO2e

926268

(7.51.4) Metric denominator: unit

Select from:

t.mile

(7.51.5) Metric denominator: unit total

3583344247

(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.

This intensity metric only includes data from our brokerage operations. These operations are new so we have listed the % change from previous year as zero.
[Fixed row]

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

	Please explain
Row 1	No other climate-related metrics

[Add 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)

67836

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

25970

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

93806.000

(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

-51.32

(7.53.1.80) Target status in reporting year

Select from:

Revised

(7.53.1.81) Explain the reasons for the revision, replacement, or retirement of the target

Our reporting boundary has changed significantly with the acquisition of Omni Logistics. Forward Air is currently conducting a formal revision process to develop an updated target that integrates Omni's operational emissions.

(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 1.5°C 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 Air is currently conducting a climate transition plan process to formalize our plan to achieve our target.

(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
Under investigation	5	<i>Numeric input</i>
To be implemented	0	0
Implementation commenced	0	0
Implemented	1	195
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)

195

(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 1.2)

62781

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

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 retired any project-based carbon credits within the reporting year?

Select from:

No

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

Yes

(9.1.1) Provide details on these exclusions.

Row 1

(9.1.1.1) Exclusion

Select from:

Water aspects

(9.1.1.2) Description of exclusion

Currently, we do not track water quality, water origins or destinations as we do not use water for our operations outside of typical office use.

(9.1.1.3) Reason for exclusion

Select from:

Other, please specify :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 water security to be a material risk to our operati

(9.1.1.7) Percentage of water volume the exclusion represents

Select from:

100%

(9.1.1.8) 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 water security to be a material risk to our operations.

[Add row]

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

1-25

(9.2.2) Frequency of measurement

Select from:

Monthly

(9.2.3) Method of measurement

Invoices sent to AP are analyzed and documented with the total consumption of water. Because we do not have any usage of water in our operations, our withdrawals and our discharges are assumed to be the same total.

(9.2.4) Please explain

Invoices sent to AP are analyzed and documented with the total consumption of water. Because we do not have any usage of water in our operations, our withdrawals and our discharges are assumed to be the same total.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

Not monitored

(9.2.4) Please explain

Invoices sent to AP are analyzed and documented with the total consumption of water.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

Not monitored

(9.2.4) 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 water security to be a material risk to our operations.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

1-25

(9.2.2) Frequency of measurement

Select from:

Monthly

(9.2.3) Method of measurement

Invoices sent to AP are analyzed and documented with the total consumption of water. Because we do not have any usage of water in our operations, our withdrawals and our discharges are assumed to be the same total.

(9.2.4) Please explain

Invoices sent to AP are analyzed and documented with the total consumption of water. Because we do not have any usage of water in our operations, our withdrawals and our discharges are assumed to be the same total.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

Not monitored

(9.2.4) 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 water security to be a material risk to our operations.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

Not monitored

(9.2.4) 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 water security to be a material risk to our operations.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

Not monitored

(9.2.4) 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 water security to be a material risk to our operations.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

Not monitored

(9.2.4) 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 water security to be a material risk to our operations.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

Not monitored

(9.2.4) 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 water security to be a material risk to our operations.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

1-25

(9.2.2) Frequency of measurement

Select from:

Monthly

(9.2.3) Method of measurement

Invoices sent to AP are analyzed and documented with the total consumption of water. Because we do not have any usage of water in our operations, our withdrawals and our discharges are assumed to be the same total.

(9.2.4) Please explain

Invoices sent to AP are analyzed and documented with the total consumption of water. Because we do not have any usage of water in our operations, our withdrawals and our discharges are assumed to be the same total.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

Not monitored

(9.2.4) 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 water security to be a material risk to our operations.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

100%

(9.2.2) Frequency of measurement

Select from:

Continuously

(9.2.3) Method of measurement

Our Real Estate team ensures that all sites we bring into our portfolio include wash services.

(9.2.4) Please explain

Our Real Estate team ensures that all sites we bring into our portfolio include wash services.

[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

Unknown

(9.2.4.9) 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 water security to be a material risk to our operations.

[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years

(9.3.4) 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 water security to be a material risk to our operations.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years

(9.3.4) 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 water security to be a material risk to our operations.

[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
	Select from: <input checked="" type="checkbox"/> No	<i>Forward Air provides transportation and logistics services and does not manufacture or sell physical products.</i>

[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

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

(9.14.3) Primary reason for not classifying any of your current products and/or services as low water impact

Select from:

Judged to be unimportant, explanation provided

(9.14.4) 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 water security to be a material risk to our operations.

[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

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

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

Select from:

Judged to be unimportant, explanation provided

(9.15.3.2) 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 water security to be a material risk to our operations.

[Fixed row]

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. 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. 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. 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. 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. 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. 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?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

Electricity/Steam/Heat/Cooling consumption

Fuel consumption

(13.1.1.3) Verification/assurance standard

Climate change-related standards

ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

We partnered with Cameron-Cole to receive limited assurance on our GHG Inventory on our Scope 1 and 2 emissions. These emissions include Electricity, Natural Gas, and Diesel Consumption.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Forward Air_CY24_Verification_Opinion_v1.pdf

[Add row]

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

	Additional information
	NA

[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]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

No

