



# Sustainability Report

# A MESSAGE FROM OUR

## President & Chief Executive Officer

### **What an incredible year it has been for our team.**

As we navigated the complexities of integrating two great companies, we learned a lot about who we are and what kind of organization we want to be. Our teammates have shown resilience through change as we've transformed into a global logistics provider, and together we remain focused on continuing that evolution.

We endeavor to become the standard of excellence in the transportation industry – as a service provider, as a business partner, and as an employer. To realize this ambitious vision, our people must remain our number one priority. This team is at the heart of everything we do. Their safety is paramount, and their success fuels our shared future.

It is our responsibility to create an environment that prioritizes safe operations both inside and outside our doors, and we are extremely proud of our safety record. This year we deepened our safety culture across all locations, expanded leadership and frontline safety training, and improved working conditions through equipment and facility upgrades.

We are constantly evaluating how to best invest in our people. Last year we added parental leave, and this year we stepped up again: expanding our benefits with new well-being and engagement resources to better support teammates both at work and at home. We also elevated our support for local communities. Our 4th Annual Drive for Hope Golf Tournament raised more money for veterans than any prior event, and teams around the enterprise organized countless efforts to support local charities and initiatives.

Over the course of 2025, we've had the opportunity to assess our operations as a combined organization and set new, unified goals to minimize our environmental impact. We have upgraded equipment to lower energy and fuel consumption, expanded our emissions tracking efforts, and launched carbon reduction programs to help reduce our footprint. We are proud to offer our customers and partners reliable, lower-carbon transportation options.

It's been such an exciting year for our company, with so much progress made and so many wins to celebrate. From reducing our environmental footprint to empowering communities, every achievement reflects the dedication of our people and partners. While there is more work ahead, we are proud of the momentum we've created and the impact we're making together.

At Forward, we believe that progress and responsibility go hand in hand. I am confident that we are on the right path to realizing our full potential. We will remain focused on building a sustainable business model – with the help of our teammates, customers, and partners – to do what's right for our people, our planet, and our communities.

This report is more than numbers. It's a story of hard work and optimism for what's possible.

**Shawn Stewart**

President and Chief Executive Officer



**“...It is our responsibility to create an environment that prioritizes safe operations both inside and outside our doors.”**

# About

# About

## Mission, Purpose & Vision

Forward is a leading asset-light provider of transportation services across the United States, Canada and Mexico headquartered in Dallas, Texas. 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 which includes additional international warehousing operations in Canada, China, Malaysia, Singapore, and Taiwan. 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.



### MISSION

**We keep our customers' goods moving by creating innovative solutions that streamline their global supply chains**

### VISION

**To set the standard of excellence in the transportation and logistics industry**

### PURPOSE

**Strengthening the world's connections by empowering businesses, enriching communities, and enabling people to excel every day**

## Values

### Collaboration

- We are one team with one goal and together we win.
- Our unique contributions drive our collective success.
- Our work as a team fuels creativity and pushes us to unlock our potential.

### Community

- Our people are at the center of everything we do and serve as the heartbeat of our company.
- We operate safely both inside and outside our doors.
- We are strongest when our teammates are free to be their most authentic selves at work each day.

### Commitment

- We continue to raise the bar, setting excellence as our standard.
- We act with integrity, accountability, and strong ethics as our compass, guiding us to be the best we can be.
- We do the right thing, the first time and every time, no matter how difficult.

### Culture

- We make every place better than we found it.
- Our passionate and dedicated people create fun and engaging teams.
- We recognize and celebrate all wins.

# Governance

We have integrated Environmental, Social, and Governance (ESG) roles and responsibilities throughout our governance structure to ensure continued and effective focus on each priority area. Plans for each area combine to create our companywide ESG strategy.

In 2025, this strategy was overseen by our Director of Corporate ESG, reporting directly to the Chief People Officer. The Corporate Governance and Nominating (CG&N) Committee of the Board of Directors has official oversight of our ESG strategy and program, and receives quarterly updates on ESG matters at the direction of the Director of Corporate ESG.

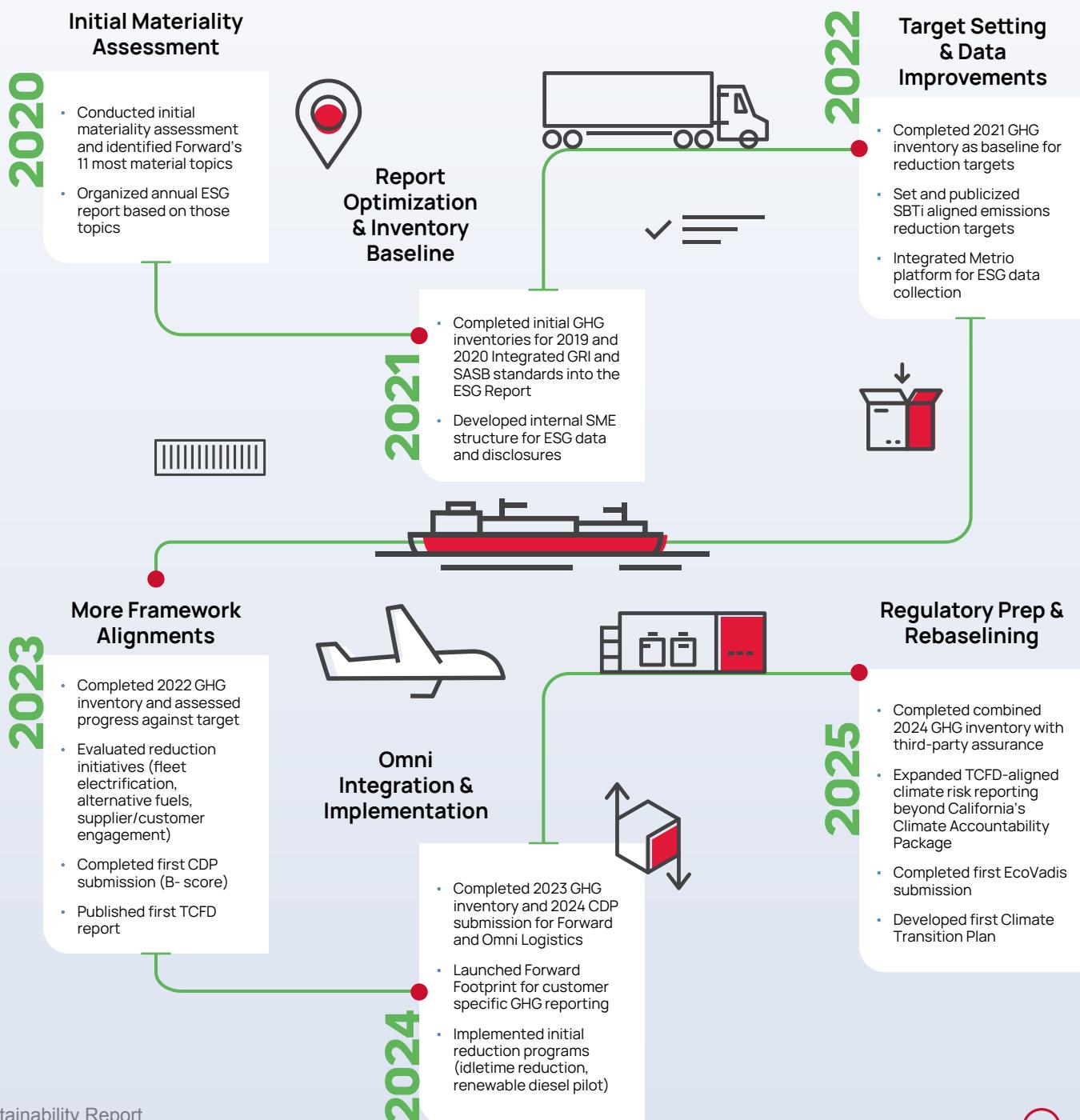
To continuously improve our internal ESG practices and align with globally recognized frameworks, we actively collaborate with external consultants on ESG data analysis and strategy.

# Materiality & Framework Timeline

A central sustainability issue in the transportation sector is effectively controlling and reducing greenhouse gas (GHG) emissions—both to limit environmental impact and to manage costs for our customers. Achieving meaningful emissions reductions begins with understanding where emissions occur across our operations and value chain.

Our approach starts with rigorous measurement. We quantify emissions using the GHG Protocol and align our targets with the Science-Based Targets initiative (SBTi). Beginning in 2025, we will further strengthen this work by incorporating the Global Logistics Emissions Council (GLEC) framework. We align our reporting with leading standards, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD).

This work is carried out in coordination with subject matter experts across our organization to ensure accuracy, consistency, and decision-useful insights. Measurement enables action, informing the concrete initiatives we are implementing to reduce emissions across our fleet, facilities, and logistics network.



# People

# DOUG SMITH

## Chief People Officer

This past year has been transformative for our organization, and it would not have been possible without our people. Because of their resilience, teamwork, and innovation, we have combined two great companies and embraced a set of shared values and goals.

Our purpose is to strengthen the world's connections by empowering businesses, enriching communities, and enabling people to excel every day. We understand that an organization's people are the fabric of its success, and we have taken steps to ensure that Forward ensures that we foster an environment where our team members can bring their authentic selves to work every day – with confidence that they belong.

The four Cs are our company values - community, collaboration, commitment, and culture. It's exciting to see what we can accomplish when we rally around these values. When I look at some of the work we've done to support our community, I am truly inspired. In September, we raised \$526,000 for veterans in our annual Drive For Hope Golf Tournament with our partners Hope For The Warriors.

We're also focused on creating the best professional home for our teams, and have expanded our benefits to support their physical, mental, and financial health. This year, we are proud to enhance medical plans, core life insurance, and voluntary benefit offerings.

As a global logistics company, our aspirations go beyond borders. With our teams aligned on the same goals, we can achieve almost anything. But we must continue investing in our people and focus on building a company where every person can thrive – that's how we'll keep moving forward.

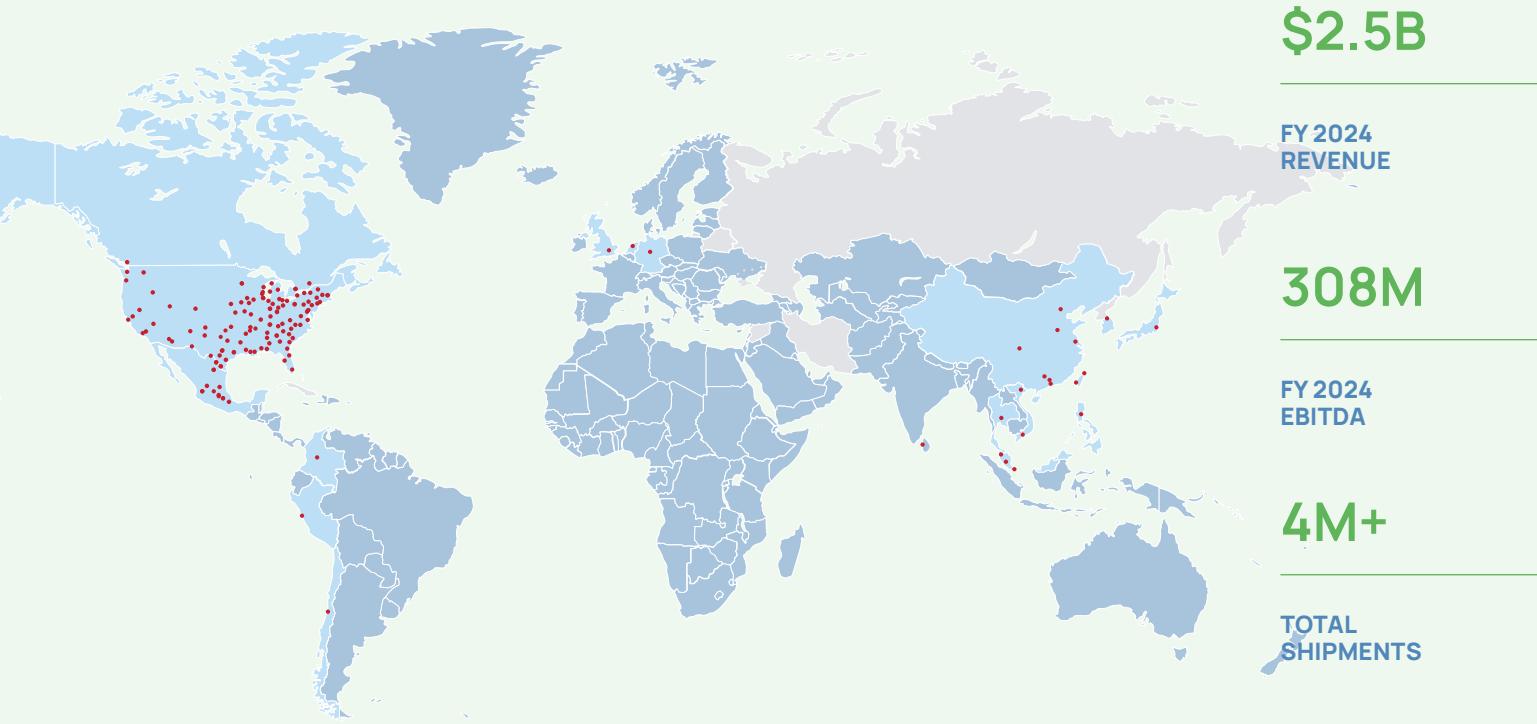
**“We’re focused on creating the best professional home for our teams, and have expanded our benefits to support their physical, mental and financial health.”**



# People

We believe that success is measured not only by the freight we move, but by the lives we impact. Guided by our core values of community, collaboration, commitment, and culture, we are building a workplace where employees can grow their careers, care for their health and families, and feel connected to one another. Investments in our teammates have ripple effects across our business. Putting our people first strengthens our ability to serve our customers, enrich our communities, and foster connection around the world.

## Our Global Footprint



**6K+**

TOTAL EMPLOYEES

**2K**

FREIGHT HANDLERS

**250+**

GLOBAL FACILITIES

**21**

COUNTRIES

**2,928**

TOTAL DRIVERS

# Health & Safety

At Forward, safety is more than compliance – it is a value that underpins everything we do. Prioritizing employee well-being is not just a legal or ethical responsibility; it is an intentional choice that benefits our people, our customers, and our business.

## Driver Safety



Our driver fleet – both company drivers and independent contractors – is essential to our success, and safe operations are a top priority. The roadway safety of our fleet begins long before they pull up to the loading dock. Our recruiters are seeking drivers with at least 12 months of tractor trailer experience and are examining driver history for incidents or violations. While the DOT employment verification requires 3 years of history, our team analyzes the past 5 years of each driver's record.

Before beginning their routes, every new driver travels to our corporate office in Columbus, Ohio to complete a two-day orientation. This includes Qualcomm and camera installation in their truck, drug tests/physicals, introduction to company policies and procedures, compliance and values training, as well as time in our driving simulator.

Across our network, we closely monitor roadway incidents, analyze root causes, and implement corrective actions to prevent recurrence. To further strengthen safety, outward-facing cameras have been installed in all Forward trucks, helping

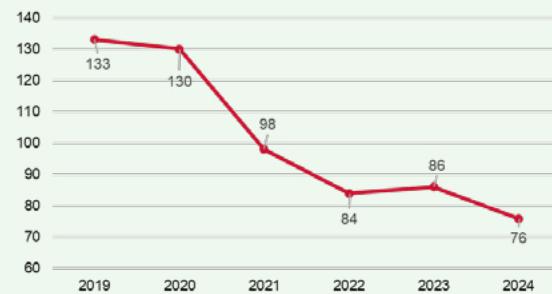
protect our drivers and the communities where we operate. Our fleet safety team is continually offering feedback, training, and recommendations to fuel our safety culture.

We also incentivize safe driving through recognition and rewards. Since 2019, our free-car giveaway program has celebrated drivers who maintain safe records and meet all safety standards. Additional awards recognize clean roadside inspections, avoiding moving citations, and maintaining low compliance, safety, and accountability (CSA) points.

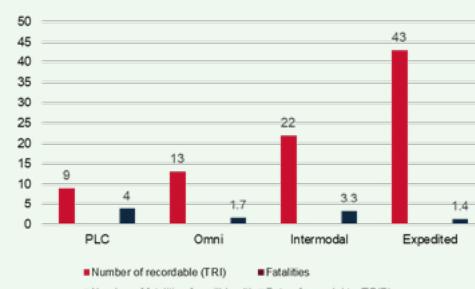
Looking ahead, we will continue to promote health and wellness practices for drivers in compliance with FMCSA and 49 C.F.R. Part 391. Healthy, safe drivers contribute to safer roads and stronger communities.

## Employee Safety Metrics

### ROADWAY INCIDENTS



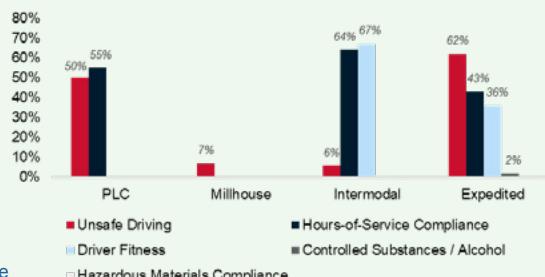
### 2024 EMPLOYEE SAFETY INCIDENTS



### 2024 BASIC\* PERCENTILES

\* Behavior Analysis & Safety Improvement Category

[For more information click here](#)



## Workplace Safety

Delivering excellence begins with safety. The Forward Workplace Safety team, working in close coordination with the Fleet Safety team, focuses on:

- Preventing workplace injuries and illnesses
- Strengthening compliance with laws and regulations
- Reducing costs associated with incidents
- Increasing workforce engagement through inspections and training

Our Emergency Action Plan, aligned with OSHA standards, ensures all sites are prepared to respond quickly and effectively to safety incidents. By embedding safety into daily operations, we create a proactive culture where employees are empowered as safety allies.

## Governance & Oversight

Forward's Environmental Health & Safety (EHS) program is reinforced by strong governance. Senior leadership oversees compliance with FMCSA and OSHA regulations, while uniform reporting and regular audits ensure accountability. This structure helps us maintain high standards, continuously improve, and keep safety central to our culture.

## Engagement & Connectivity

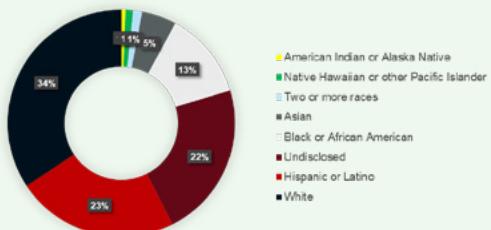
At Forward, we believe that connection drives progress. We are committed to building a workplace where every employee feels valued, supported, and connected to one another and to our shared purpose. Engagement and connectivity are about more than programs or policies—they are about creating an environment where people from all backgrounds can contribute, thrive, and grow together.

Our commitment begins with leadership. Today, our Board of Directors reflects a diversity of perspectives, backgrounds, and experiences that help guide our company forward. This representation brings a wider range of insights and ideas to our decision-making processes.

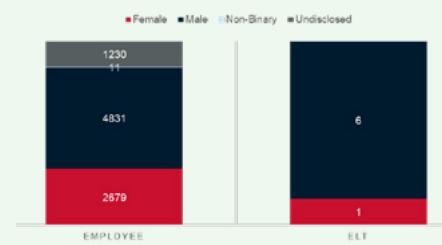
Engagement and connectivity also come to life through employee-driven initiatives. Since 2020, our Engagement & Connectivity Council has promoted inclusion and belonging by developing programs that celebrate the unique identities and contributions of our teammates. This includes training on topics such as emotional intelligence and generational awareness, the launch of our first women-focused Employee Resource Group and commemorating cultural holidays and observances throughout the year.

We also continue to strengthen our benefits and policies to reflect the needs of a diverse workforce. In recent years, we improved our parental leave policy, expanded benefits to address unique family needs, and incorporated employee feedback from engagement surveys to guide our decisions.

EMPLOYEE BY ETHNICITY



EMPLOYEE BY GENDER



## EMPLOYEE BY AGE



Our commitment to engagement and connectivity extends beyond our workforce. We expect the same high standards of ethics and inclusion across our entire value chain. These expectations are formalized in our Human Rights Policy and Code of Business Conduct, which prohibit discrimination and harassment and reinforce accountability for fair treatment.

In 2025, we introduced a unified Code of Conduct that defines how we do business and applies to every employee, supplier, and business partner. The Code outlines principles in key areas such as:

- Anti-bribery and corruption
- Insider trading and conflicts of interest
- Workplace conduct, harassment prevention, and inclusivity



- Fair competition and antitrust compliance
- Environmental responsibility and human rights
- Ethical relationships with suppliers and third parties

To ensure understanding and accountability, all employees complete an interactive Code of Conduct training, designed to help them apply these principles in their daily work.

Looking ahead, we will continue to build on this foundation. By fostering engagement and connectivity across our teams, partners, and communities, we can unlock innovation, strengthen collaboration, and create a workplace where everyone feels they belong.

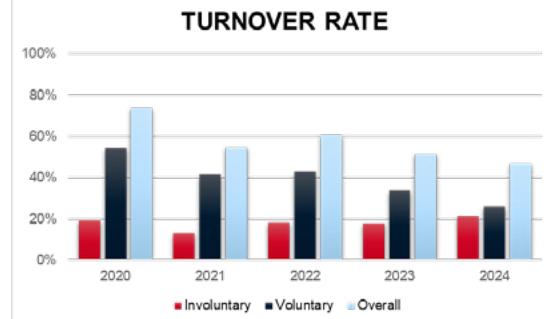
## Employee Benefits

At Forward, we believe supporting employee well-being is essential to building a thriving workplace. Our benefits are designed to help employees care for their physical, mental, and financial health, while providing flexibility to meet diverse needs.

### Health Savings Account (HSA)

Nearly half of eligible employees are enrolled in our high-deductible health plan with a Health Savings Account. Forward provides a company match of up to \$1000 annually, giving employees a strong foundation for managing current medical expenses and building long-term, tax-advantaged savings for the future. HSAs offer flexibility to adjust contributions as family needs change, helping employees prepare for both expected and unexpected healthcare costs.

## TURNOVER RATE



## Benefits Survey

In 2024, we conducted a survey on US employee benefits through the Forward Benefits Center. Results showed strong satisfaction: 63% of respondents reported being satisfied or very satisfied with our benefits program, and 70% agreed that our benefits are an incentive to remain at Forward. We are committed to acting on employee feedback to enhance offerings and ensure our benefits continue to support our teams and their families.

## Medical and Dental

Our medical and dental plans provide comprehensive coverage and flexible options to help employees and their families stay healthy. Out of the 3,010 employees enrolled in a medical plan in the United States, 47% are enrolled in the high-deductible health plan with an HSA. In addition, 66% of employees are enrolled in our free employee-only dental plan, with more than 3,200 employees enrolled in some form of dental coverage overall.

## Employee Assistance Program (EAP)

The Employee Assistance Program has been a critical resource for employees during times of challenge. Following a severe flood in Greeneville, TN that caused extended power outages and water shortages, the EAP quickly provided bottled water, portable restrooms, and other support. Employees from the Greeneville office shared their appreciation for the assistance, which not only addressed immediate needs but also reinforced the company's commitment to caring for its people.

**"Our benefits package is a reflection of our commitment to our teammates and our shared future. We are always looking for ways to elevate and improve. Our priority is supporting our people; we want to ensure we are fueling their growth and setting them, and their families, up for success."**



Leslie Wade  
VP of Total Rewards

## Teamwork & Collaboration

### Omni Integration

The Human Resources Administration (HRA) team played a key role in supporting employees throughout the integration of Omni Logistics by ensuring a smooth transition across several critical areas. They responded promptly to questions from employees, managers, and HR Business Partners regarding access to essential systems such as Kronos, MyFWRD, and Windows. Additionally, the team facilitated updates to departmental assignments, job titles, locations, and reporting structures to maintain accurate records. To support payroll continuity, they also conducted comprehensive audits of Kronos pay rules, functional access, and people groups, ensuring all necessary corrections were made prior to the first post-integration payroll.



## APAC Successes

In our APAC region, teamwork and collaboration have been the foundation of success this year. One standout example is our Freight Forwarding Operation in Sri Lanka, where cross-country coordination has ensured seamless support across operations. By working closely with our U.S. Billing and Operations teams, APAC delivered consistent, time-sensitive support that strengthened efficiency and demonstrated the adaptability and dedication of our people.

Beyond the work itself, our APAC teams exemplify a people-first culture where knowledge sharing and mutual support are at the core of how we operate. This spirit of collaboration keeps employees engaged, valued, and motivated to deliver service excellence for our customers and partners.

## Hong Kong – Earn & Learn Program

VTC Earn & Learn, a subsidized program under the Apprenticeship Training Scheme, is jointly launched by the Vocational Training Council (VTC), government, and industry partners. It integrates classroom learning with on-the-job training, enabling participants ("Elite Trainees") to gain professional knowledge and skills while earning income, receiving government subsidies, and accessing vocational scholarships.

Over the past two years, Forward has proudly supported this program by training two graduates who are now full-time employees within our Senior Leadership Team. This initiative creates a win-win for both the company and the community by nurturing talent, providing career pathways, and building a pipeline of skilled professionals for the logistics industry.

"The integration with Forward has brought incredible opportunities for our teams across Asia-Pacific (APAC.) We've seen stronger collaboration, faster problem-solving, and a shared sense of purpose as we connect our operations with colleagues around the world. What makes me proud is how our people in Asia have embraced change with positivity and professionalism. Despite the complexity of integration, from new leadership structures to cultural alignment. Our teams never lost focus on serving our customers and supporting one another. This spirit of partnership and resilience truly defines the success of our integration in APAC and gives me great confidence in the future we're building together as one Forward family."



Maggie Chen  
VP of HR, APAC



# Planet

# Planet

At Forward, our operations connect economies, businesses, and communities across the globe. The global supply chain is essential to modern life, but it is also a significant contributor to greenhouse gas emissions. As demand for freight transportation continues to rise, we see both a challenge and an opportunity: to move goods more efficiently while reducing our environmental footprint.

Our approach is rooted in impact and accountability. We began by measuring our emissions with rigor, aligning our disclosures with globally recognized frameworks, and ensuring that our reporting is transparent and reliable. Now, we translate data into action. Our priorities include investing in vehicle efficiency, reducing idling, sourcing renewable fuels, and integrating innovative technologies across our fleet and facilities. Many of these efforts also improve operational efficiency, helping reduce costs across the value chain while strengthening the reliability of the services our customers and communities depend on.

Progress cannot be achieved in isolation. By working with our customers, partners, and employees, we aim to create a more sustainable logistics system that drives value for all stakeholders while contributing to the global effort to limit climate change. This section outlines how we measure our impact, the initiatives we have underway, and the path we are charting toward a lower-carbon future.



**Mason Payne**  
Director, Corporate ESG

## Measurement and Disclosure

Our approach is to measure our emissions in accordance with the GHG Protocol, the Science-Based Targets Initiative (SBTi) and, as of 2025, the Global Logistics Emissions Council (GLEC) framework. We align our reporting with the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the Taskforce for Climate-related Financial Disclosures (TCFD) frameworks.

We collaborate with subject matter experts across our organization to ensure quality in

our reporting. Since 2021, we have reported Scope 1, 2, and 3 emissions and as of FY2024 we have included Omni transportation data into that analysis. This includes annual emissions of NOx, SOx, PM2.5 and PM10 from our owned trucks using total diesel consumption. Emissions were calculated based on company activity data whenever possible, using the Greenhouse Gas Protocol Corporate Standard. In the absence of actual energy consumption or emissions data, calculations were based on company spend (e.g., on electricity) or widely used industry averages aligned with best practices. We used emission factors from reputable sources such as the U.S. Energy Information Agency, U.S. Environmental

### EMISSIONS INTENSITIES PER YEAR

Intensity (kgCO2e / million USD)						
	2019	2020	2021	2022	2023	2024
Scope 1	56,301.27	51,099.12	39,206.25	34,881.00	38,603.80	31,302.72
Scope 2	3,008.32	3,400.60	7,185.02	7,534.36	8,340.15	11,175.52
Scope 3	338,780.37	333,649.39	210,834.59	188,665.18	251,125.31	643,099.06

**Along with our annual review of our sustainability data, we also offer Carbon Accounting for any of our customers.**

Protection Agency, U.K. Department for Energy Security and Net Zero and similar recognized sources for all calculations.

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 our current analysis, this is aligned with SBTi's methodology. We are in the process of updating our ESG roadmap to align our previously stated carbon reduction goals with our new operations as a joint organization with Omni Logistics. As part of this update, we plan to set approved science-based targets in the next two years.

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

Our efforts began with a dedication to carefully measuring and disclosing our activities as they relate to environmental sustainability. This includes an annual collection and review of our data that aligns with all our frameworks. We completed our GHG inventory using the operational control approach. With the assistance of our sustainability partners, Agendi, we have completed annual impact analyses since 2019 to ensure we are monitoring our

performance in environmental sustainability, social sustainability, and our governance.

Along with our annual review of our sustainability data, we also offer Carbon Accounting for any of our customers. This process allows us to remain a dedicated partner to our customers in their sustainability journey, helping their team measure their environmental impact from the transportation of their goods. We acknowledge that no single organization can mitigate their impact without partnerships, and we are proudly committed to helping our customers on their journey.

Our environmental impact disclosures are managed through multiple avenues, guaranteeing transparency for our stakeholders. This annual ESG Report is published for all stakeholders, and we communicate our report internally to continue our representation within the company. We have also submitted to the Carbon Disclosure Project (CDP) each of the last 3 years, the most recent of which in 2025 includes Omni's operations, providing our stakeholders with a snapshot of our sustainability activities in a gold-standard disclosure.

We also have taken steps to ensure that we will be in compliance with California State Bills 253 and 261. In 2025, we completed our updated climate risk & opportunities analysis in alignment with the Task Force on Climate-Related Financial Disclosures

#### EMISSIONS PER SCOPE PER YEAR

	2019	2020	2021	2022	2023	2024
Scope 1	68,611.30	64,993.20	65,219.00	68,839.00	63,498.50	67,762.00
Scope 2	3,666.10	4,325.20	11,952.20	14,869.30	13,718.50	24,192.00
Scope 3	412,853.00	424,370.00	350,720.00	372,338.00	413,070.00	1,392,137.00
Cat 1: Purchased goods and services	70,972.00	88,193.00	10,405.00	29,106.00	46,830.00	52,332.00
Cat 2: Capital goods	5,289.00	3,688.00	7,518.00	2,931.00	3,009.00	3,596.00
Cat 3: Fuel- and energy-related activities	12,184.00	13,302.00	17,680.00	19,836.00	17,417.00	16,045.00
Cat 4: Upstream transportation and distribution (incl. independent contractors emissions)	314,659.00	309,910.00	306,889.00	304,331.00	334,171.00	373,811.00
Cat 5: Waste generated in operations	1,190.00	1,239.00	1,279.00	1,226.00	1,096.00	1,767.00
Cat 6: Business travel	2,102.00	1,333.00	1,524.00	1,564.00	3,078.00	2,562.00
Cat 7: Employee commuting (incl. Teleworking)	6,457.00	6,705.00	5,354.00	11,118.00	7,469.00	15,756.00
Cat 8: Upstream leased assets	-	-	71.00	2,226.00	0.00	
Cat 9: Brokerage transportation and distribution	-	-	-	-	-	926,268.00

(TCFD). Further, we received our first certificate of Limited Assurance related to our GHG Inventory for FY2024 through an independent auditor. These achievements speak to our commitment to high standards of reporting disclosure, and we are extremely proud to continue these efforts into the future.

In coordination with our Executive Leadership Team, we report our activities, risks, and opportunities related to ESG in our 10-k document. This process allows us to speak directly to our external stakeholders in a financial document that represents our organization's thorough commitment to a sustainable business.

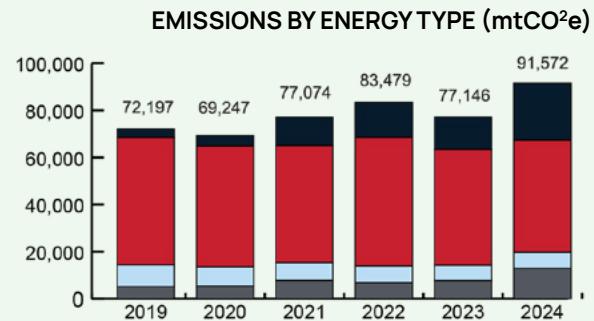
## GHG Emissions Management

We understand the impact that our operations at Forward have on climate change. Freight transportation is a vital function in the global economy and we take pride in our role. With demand for Freight Transportation expected to triple by 2050 our dedication to GHG emissions management is a cornerstone of our efforts in sustainability and we remain committed to exploring new opportunities to improve the business while also reducing our emissions.

We are always assessing a range of emissions reduction initiatives, including improving fleet efficiency, deploying innovative technologies, reducing energy use in facilities, and integrating renewable energy through onsite installations. We are currently reducing emissions and energy consumption through several ongoing programs, including (non-exhaustive):

- Deployment of engine management and idle control technology and procedures
- Installation of LED lighting in various facilities
- Installation of skirts on all our trailers to improve fuel efficiency
- Expanded employment of electric cargo and package lifts
- Fueling with renewable diesel at select locations

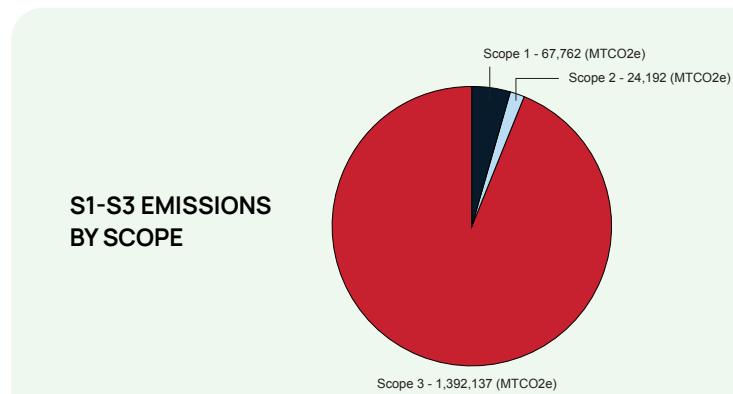
Our recycling program also includes appliances and packing materials. Our partnership with a national waste management company has enabled us to enhance waste management at terminals across our network. We have also implemented plastic separation and recycling programs tailored to the unique needs of our network. Forward leases the vast majority of its facilities and corporate offices, and we continue to work with our



landlords on viable sustainability initiatives including LED lighting and renewable energy programs

Forward is also registered in the 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. U.S. EPA states that, "the SmartWay mark signifies the gold standard in freight efficiency accounting and designates SmartWay Partners as corporate leaders advancing the movement towards cleaner, more sustainable supply chain management." [1]

[1] EPA website, December 2020, <https://www.epa.gov/smartway/use-smartway-brand>



## Emissions Reductions Initiatives

To ensure that we achieve emissions reductions in line with our reduction goals, we have taken up Emissions Reductions Initiatives related to our transportation. As we continue to investigate the full range of what opportunities are available to us, we have targeted 3 key areas that we believe are best suited to prioritize in our efforts: Vehicle Efficiency, Alternative Fuels, and Idle Reduction. By targeting these areas, we have been able to kickstart our efforts and have seen reductions in emissions we are proud to claim.

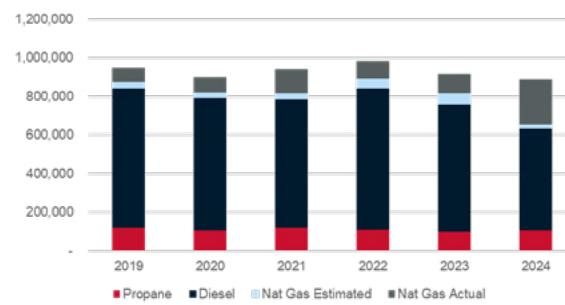
### Vehicle Efficiency

Vehicle efficiency is at the heart of our emissions reductions efforts. Our domestic expedited and intermodal fleets contained 2,862 vehicles during 2024 and accounted for over 28% of our total emissions. Road freight transportation accounts for approximately 29% of total transport emissions in the U.S. This is a stark reality we take head on by ensuring that our vehicles remain operationally efficient and ensure a long lifespan of our vehicles. We keep a high-level of vehicle maintenance so that our vehicles may continue to see improved MPG efficiency, and we install fuel efficiency related technologies, such as trailer skirts, onto the vehicles.

### Alternative Fuels

Beginning in 2025, our Sustainability team began their work to source alternative fueling options for our fleets that fuel on-site at our terminals. In coordination

GLOBAL YoY ENERGY USAGE (GJ)



## Technology in Transportation

Technology will always play a vital role in emissions reduction in all economic sectors, but particularly in the transportation space. Our team understands that part of a sustainable fleet means keeping our trucks in good working condition to extend the life of the vehicle while also improving its performance and reducing fuel consumption. Our asset management team is constantly investigating technologies that would improve our trucks' performance.

Auxiliary Power Units (APU's) act as a power source in our vehicles using diesel as power. These machines can reduce idling and help manage heating or cooling inside the vehicle to keep our drivers safe without using the internal engine. Currently, all sleeper trucks in our fleet utilize diesel powered APU's. Our asset management team is currently investigating new APU technologies to be piloted in the coming years that will be electrically powered, leading to a further decrease in fuel consumption during idling.

With such a robust fleet of trucks, we utilize management systems to ensure our customers receive the best service while maintaining operational excellence. A great example of this is with our Pick-Up and Delivery (PUD) team and their use of the delivery management system, NUVIZZ. This system allows our dispatching team to manage our delivery routes with options to dynamically calculate the shortest route for their deliveries. This mechanism for managing deliveries allows us to increase operational efficiency and decrease fuel consumption.

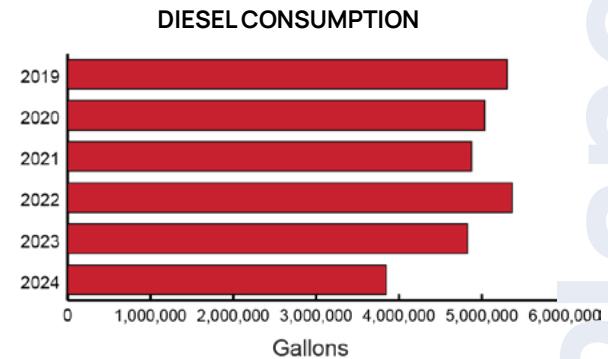
As part of our operational integration with Omni, our systems team has begun implementing our new Transportation Management System, Oracle TMS. This effort highlights our dedication to using an advanced system to better understand our operations data. With this improved data, our Impact team will better utilize operations data to have a more accurate estimation of our emissions from transportation. We are excited to continue to improve our calculations with the help of our new TMS in 2026.

with our asset management team, we have worked with our vehicle leasing providers to determine the viability of Renewable Diesel to be used in our trucks. We have begun the process to onboard terminals currently utilizing on-site fueling to make the economic and environmentally improved switch over to Renewable Diesel. We expect to continue this work in the coming years in the hopes to expand our usage of Renewable Diesel.

## Idle Reduction

In 2023, we implemented an idle time reduction pilot program with our Pick-Up and Delivery (PUD) division. Reports were sent out weekly to internal teammates who managed these fleets to share results and trends. The data was formulated by the operational region to better allow local management to engage with our drivers and push for better performance. As part of the idling reduction initiative, we focus on a combination of education, communication and data-based decision making. Training and education campaigns at the driver level are aimed at improving efficiency and decreasing idling.

Using the performance of 2023 as a baseline, we worked in coordination with the operations team to put downward pressure on idle usage. We saw great results, seeing reductions across all measured KPI's, including Idle %, Idle minutes per 100 miles, and total idle events >10 and 30 minutes despite seeing relatively flat drive time and mileage YoY. This resulted in 15,695.33 less idle gallons used in 2024 than in 2023 despite mileage only decreasing 5,792 YoY. Assuming a cost of \$4 per gallon of diesel, this amounted to an annual savings of \$62,781. This emissions reduction initiative exemplifies the opportunities within our business to both reduce emissions and operational costs, and we will investigate expanding this program to other business units in the future.



## Additional Initiatives

Although we have prioritized Vehicle Efficiency, Alternative Fuels, and Idle Reduction, we continue to look for new opportunities to reduce our emissions and bring value to the business. In 2025, we began working closely with our Real Estate team to better understand our facilities portfolio in the hopes to find more green technologies either existing onsite or feasible to be installed in the future. We have several facilities that currently have EV Charging Stations as well as solar panels we can begin utilizing in the near future. We are also proud that our Dallas headquarters uses 100% renewable energy. Electric vehicles have been investigated throughout 2025 and we are working to evaluate the viability of increased usage of electric material handling devices, such as electric forklifts or yard switchers.

As we continue our sustainability journey, we will further explore opportunities to bring value to our business and our customers by integrating sustainable technologies and business practices.



**“We are always assessing a range of emissions reductions initiatives, including improving fleet efficiency, deploying innovative technologies, reducing energy use in facilities, and integrating renewable energy”**

**Dustin Bartholomew**  
ESG Data Analyst

# Customer

# ERIC BRANDT

## Chief Commercial Officer

We are committed to delivering for our customers, no matter what. Their unique needs become opportunities for us to create solutions and serve as a true partner within an ever-changing marketplace.

Helping customers meet their goals is what we do, and it's in our DNA. We understand that their needs move our business forward. They expect reliability, transparency, and value from a logistics partner, and more than ever, customers expect reduced carbon emissions from their providers.

Our purpose as a company is to strengthen the world's connections by empowering businesses, enriching communities, and enabling people to excel every day. This is at the heart of our Commercial strategy, as we deploy all our strengths – precision, speed, integrity, and scale – to help our customers succeed.

Business needs evolve as the world changes, and we are taking steps to meet those needs head-on. Whether it's a lower-carbon transportation offering, or emissions tracking, we are growing our product options for a more sustainable journey. Enhanced technological capabilities in booking and data visibility give our customers a real-time view of their freight and help us build a more reliable and resilient service within their supply chains.

We are excited about what the future holds for our industry and how we can improve our impact towards a more sustainable world. We strive to be a valued service provider to our customers, as well as a sustainability partner. It is exciting to grow with our customers and develop sustainable solutions in our partnership – it is at the core of who we are and how we provide value to those who trust in us for their transportation.

We are proud to deliver for our customers today – and excited to shape a more sustainable future, together.

**“We are excited about what the future holds for our industry and our planet, and we envision a day where we are viewed as a sustainability partner”**



# Customer

Our efforts in sustainable transportation are vital to our customers' own successes in their sustainability journey. As our customers' transportation partner, we understand that our carbon footprint will be a substantial portion of their Scope 3 emissions. We strive to be a valuable transportation partner with our world-class service, but also as a sustainability partner willing to work with our customers to achieve their own goals and objectives as it relates to emissions management.

## Customer Support in Sustainability

The ESG team at Forward is a support group for the entire organization. We support the commercial organization with resources that help us bring added value to every customer relationship and reinforce our role as a trusted, sustainability-focused transportation partner.

- Carbon Accounting for customer shipments via ground, ocean, and air
- Alignment to globally recognized sustainability frameworks to ensure our customers are confident in their transportation partner

- Customer-facing ESG engagement focused on transparency, shared goals, and collaboration on sustainability needs.
- Custom sustainability related projects to meet the needs of our enterprise customers
- Request for Information questionnaires related to ESG for current and existing customers

To ensure our customers can report their Scope 3 emissions for the transportation of their freight, we offer ad-hoc or recurring carbon accounting for all loads carried, both directly on FA trucks or indirectly via brokerage. This report includes a breakdown of all estimated emissions on a shipment level as well as an overview page that gives the customer a snapshot of their activities.



## Putting Customers First

Our mission is to keep our customers' goods moving by creating innovative solutions that streamline their global supply chain. We place this mission at the forefront of everything we do, and we are extremely proud of the progress we made in 2025 to ensure that we provide best-in-class service in every interaction.

Our organization proudly received several awards highlighting the company's exceptional customer service, operational excellence, and strong commitment to its partners. These honors emphasize the impact Forward has on the industry and the value the Company continues to deliver to its customers.

### **2024 International and Domestic Forwarder of the Year**

Omni Logistics was named the 2024 International and Domestic Forwarder of the Year by doTERRA International, LLC. This marked the first time a single logistics partner was awarded both the international and domestic distinction by the company.

*“Omni has proven to be a trusted strategic partner – consistently delivering our products around the globe with precision and reliability,” said Jordan Rasmussen, Director of International Logistics at doTERRA.*

### **Commitment to Excellence Carrier of the Year for 2024**

GLT Logistics has selected Forward as the Commitment to Excellence – Carrier of the Year for 2024. The award underscores Forward's performance, service, and commitment to customer success and highlights the trust built within the strong business relationship.

### **Recognition for agile support of volume and demand surge in the fourth quarter of 2024**

The Omni Logistics Hong Kong team was celebrated with an award from Advanced Micro Devices Inc. (AMD) in recognition of their agile support of volume and demand

surge in the fourth quarter of 2024. The Omni team quickly scaled to accommodate an overflow of more than 600 pallets while continuing to deliver the premium service expected of the six-year engagement.

### **Empowerment Award in appreciation for the Company's support of the Women-Owned Business Initiative**

Expediter Services, LLC presented Forward with the Empowerment Award in appreciation for the Company's support of the Women-Owned Business Initiative, a collaborative program between Expediter Services and the Women In Trucking Association. Forward has been involved with the initiative since its inception in 2017 and “has been integral in creating an environment where women-owned businesses can thrive,” said Jason Williams, President and CEO of Expediter Services.

*“These accolades are a powerful affirmation of the trust we’ve built with our customers,” said Shawn Stewart, Chief Executive Officer of Forward. “I’m incredibly proud of this team – our people are what sets us apart and our operational excellence is a testament to their dedication. As our global footprint continues to expand, it’s clear our commitment to service, speed, and reliability is making an impact.”*

# APAC Spotlights

## Omni Vietnam – ISO 9001:2015 Training

In Vietnam, our Omni Logistics team is working toward ISO 9001:2015 certification, a key milestone that demonstrates quality, consistency, and readiness to compete globally. Beginning with training in August 2025, the team is preparing for an SGS audit in January 2026 with the goal of achieving certification within the year. More than compliance exercise, this initiative is about standardizing processes, raising service quality, and building a foundation for sustainable growth.

What makes this effort most meaningful is the spirit of the team. United and ambitious, Omni Vietnam is confident that today's efforts will open the doors for more customers worldwide to trust and choose Omni Logistics.

## Omni Singapore – Compliance, Innovation, and Collaboration

Omni Singapore embodies the strength of teamwork across APAC, collaborating seamlessly to deliver innovative solutions and celebrate shared success. Each quarter, the team honors achievements with customers, strengthening relationships with partners like Nvidia, Lattice, and AMD.

Singapore Customs recognized the team for strong trade compliance, leading to its role in showcasing the India-Singapore Mutual Recognition Arrangement (MRA). Following audits by India's Central Board of Indirect Taxes & Customs (CBIC) and Singapore Customs, and with its Secure Trade Partnership (STP-Plus) certification extended from three to five years, Omni Singapore was recognized as an Authorized Economic Operator (AEO). This recognition enables faster, more seamless shipments between India and Singapore, creating significant value for time-sensitive customers.

The Singapore team also reached a major milestone with the launch of System Level Testing (SLT) production in January 2025 surpassing one million units tested in just five months. Achievements like this highlight the dedication of the team and the collaborative spirit of APAC, supported by colleagues in Hong Kong.

## Omni Shanghai – AEO Advanced Level Renewal

In August 2025, Omni Shanghai successfully renewed its AEO (Authorized Economic Operator) Advanced Level certification—an achievement requiring three months of meticulous preparation and the coordinated efforts of employees across the company.

As of the end of 2024, only 570 enterprises in Shanghai held AEO Advanced certification, making this a significant distinction. AEO certification, recognized globally by the World Customs Organization, signals a company's strong credit history, compliance record, and trade security practices. Benefits include faster and lower-cost customs clearance, reduced inspections, priority treatment during anomalies, and international mutual recognition with 57 countries and regions worldwide.

By maintaining this advanced-level certification, Omni Shanghai continues to deliver reliable and efficient global trade services to its customers.



# Cybersecurity

At Forward, robust cybersecurity is not just a technical requirement, it is fundamental to our Environmental, Social, and Governance (ESG) strategy. Protecting digital assets reflects our commitment to responsible corporate citizenship, ethical business practices, and customer trust.

## Social Responsibility

Our cybersecurity program safeguards the personal and proprietary data of customers, partners, and employees. By upholding privacy, integrity, and trust, we help create a secure digital environment that strengthens our relationships. Proactive measures, including advanced threat prevention and regular employee awareness training, underscore our dedication to a secure digital future for everyone we serve.

## Cybersecurity Governance

Forward follows the National Institute of Standards and Technology (NIST) framework, aligning with best-in-class, internationally recognized practices. Our

governance model includes comprehensive risk assessments, a dedicated IT leadership team, and a culture of continuous review. By treating cybersecurity as a core business risk, rather than a siloed IT issue, we ensure that it is prioritized at the highest levels of leadership and embedded into corporate governance.

## Environmental Impact

Cybersecurity also supports environmental stewardship. Our secure, cloud-based environment minimizes reliance on physical data centers, reducing energy use and our environmental footprint. By protecting our supply chain from cyberattacks, we help maintain continuity and prevent environmental risks for our partners. Resilient digital infrastructure prevents operational disruptions that could waste resources.

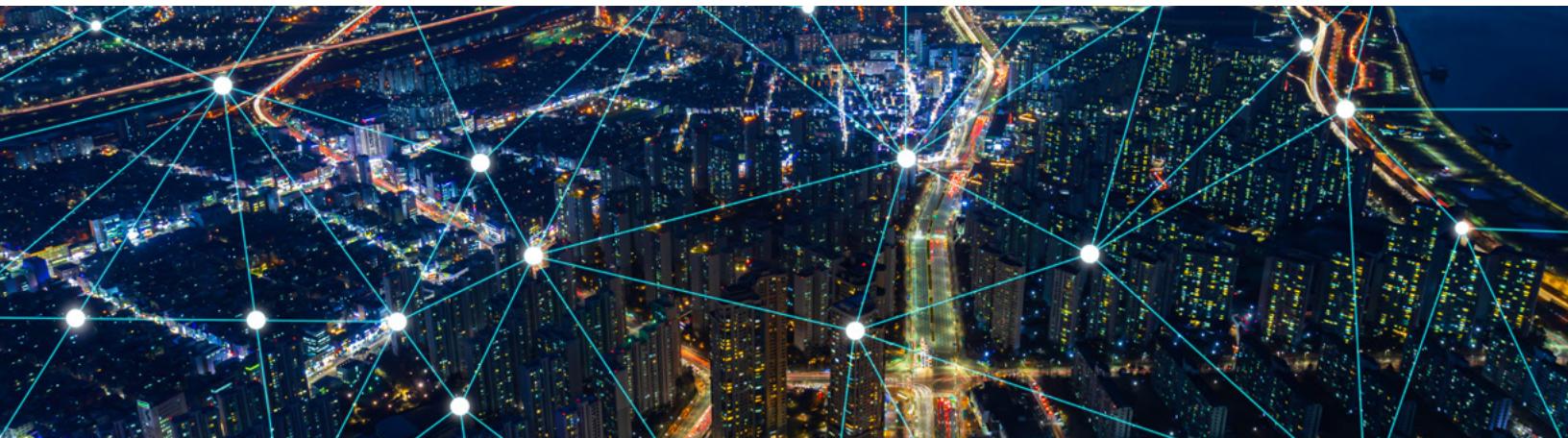
Forward's commitment to cybersecurity is a continuous journey of evaluation and improvement. As the digital landscape evolves, we remain dedicated to strengthening our security posture and ensuring that ESG principles are embedded in every aspect of our operations.



**"In 2024, we strengthened our foundation with a world-class, global team that delivers for our customers every day. Looking ahead, that same focus on excellence is guiding how we support customers in reaching their carbon and sustainability goals, building stronger, more responsible supply chains together."**

**Jessica Herren**

Chief Solutions and Customer Experience Officer



# Community

# Community

Forward's community impact is anchored in four areas of focus: honoring and supporting veterans, protecting the environment, strengthening the communities where we work and live, and responding when disasters strike. Through these efforts, we aim to create lasting impact for our employees, our industry, and the places we call home.

## Operation: Forward Freedom

Operation: Forward Freedom is Forward's philanthropic program dedicated to supporting veterans, active-duty service members, and their families. Built on our deep respect for those who serve, the program channels our collective resources, partnerships, and employee passion into meaningful initiatives that honor and assist the military community. From our annual Drive for Hope Golf Tournament to care package drives and ongoing nonprofit partnerships, Operation: Forward Freedom reflects Forward's commitment to making a lasting impact in the lives of those who have given so much in service to our country.

**“Supporting our nation’s Veterans, active-duty service members, and their families isn’t just philanthropy – it’s a responsibility we carry proudly. Many of us at Forward have loved ones who have served, and we understand the weight that service places not just on the individual, but on the entire family. Through Operation: Forward Freedom, we’re helping shoulder that load – creating opportunities, offering support, and enabling our service members and their families to move confidently into their next chapter.”**

Doug Smith  
Chief People Officer



### Drive for Hope Golf Tournament

The annual Drive for Hope Golf Tournament has become Forward's signature fundraising event in support of military veterans and their families. In 2025, the tournament brought together employees, customers, and partners at Chateau Elan Winery & Resort in Braselton, GA, raising \$526,000 for Hope For The Warriors through Operation: Forward Freedom, Forward's charitable platform.

Since its inaugural year in 2022, the tournament has raised more than \$1.8 million for Hope For The Warriors, a national nonprofit dedicated to restoring stability, strength, and community for post-9/11 service members, veterans, and military families. The event features celebrity guests, a silent auction, and an opening ceremony with a color guard, creating a powerful moment of unity around a shared commitment to those who have served.

**“Giving back is in our DNA, and when we work with our business partners toward a common goal, we can truly make a positive impact.”**

– Shawn Stewart, CEO, Forward



### Care Packages for Employees on Military Leave

Since 2021, Forward employees have come together to support colleagues serving in the military through our Care Packages initiative. When a Forward employee is placed on military leave, the Human

Resources Administration (HRA) team organizes a package filled with essentials and comforts from home, often packed with messages of gratitude from coworkers.

These care packages include practical items such as baby wipes, sunscreen, and protein bars, as well as small touches of home like puzzle books, snacks, and handwritten notes. For employees deployed overseas, these boxes serve as a tangible reminder that their Forward family is thinking of them and appreciates their service. More than just a package, it's a gesture of connection and support—bringing a piece of home to those who are far away.

## Taking Action for the Planet

At Forward, we recognize that caring for the environment is an essential part of caring for our communities. Beyond our operational sustainability initiatives, our employees actively participate in efforts to improve and protect the places where we live and work. From annual Earth Day clean-ups to local environmental projects organized by teams across our network, these activities connect our people to the natural spaces around them and demonstrate our shared responsibility to leave a positive impact on the world we all depend on.

### Earth Day

#### Columbus, OH

In Columbus, OH, teammates celebrated Earth Day by planting 8 Red Maple trees on site and handing out nearly 100 seedlings to fellow employees. Many of these seedlings found new homes in backyards and community spaces, extending the project's impact beyond the terminal. By rolling up their sleeves to care for the environment, volunteers demonstrated how small acts, like planting a single tree, can ripple outward and help restore the natural spaces that sustain us.

#### Atlanta, GA

This Earth Day, our Atlanta terminal team came together not just to make a positive impact on the planet, but to act as a community. The team rolled up their sleeves and got to work, beginning with a clean-up outside the warehouse to create a safer, more welcoming space for everyone. Together, they transformed their workplace into a cleaner, greener environment one step at a time.

In addition, the team collected old electronics for proper recycling, helping reduce waste and prevent harmful materials from ending up in landfills. Every small step made a difference: improving the workplace today while contributing to a healthier environment for future generations.

#### Dallas, TX Headquarters

At our Dallas headquarters, employees joined the Lewisville Lake Environmental Learning Area on a native habitat restoration project. The team spent the morning preparing prairie grass seedlings that will soon be transplanted across the preserve, supporting biodiversity and long-term ecosystem health. Working side-by-side in the mud, volunteers not only strengthened their connection to nature but also reflected Forward's commitment to leaving every place better than we found it.



## Close to Home

Across our network of offices and terminals, teams lead grassroots initiatives that reflect the unique needs of their local communities. From organizing donation drives to supporting schools and families, these efforts demonstrate the pride our people take in giving back close to home.

### Acuña, Mexico School Supply Drive

In Acuña, Mexico, our Omni Logistics team partnered with Desarrollo Integral de la Familia (DIF), the local government branch providing social programs and family support, to donate school supplies for children returning to class. The contributions included notebooks, backpacks, and other essential items, helping students start the school year prepared to learn. This initiative reflects the dedication of our employees to supporting families in their own community.



### Columbus, OH Red Cross Blood Drive

Twice each year, Forward's Columbus team partners with the American Red Cross to host on-site blood drives that bring employees together around a shared purpose—saving lives. Led by the team's self-described "Mosquitos," the event combines fun competition with meaningful

impact. In 2025, Forward volunteers donated a total of 42 productive units of blood, enough to help save more than 120 lives. The team's enthusiasm and creativity, from recruiting drives to friendly floor challenges, have helped make the event a cornerstone of community involvement at the Columbus terminal. For many, the cause is personal; one employee shared how blood donations helped save their newborn daughter's life, a reminder of the life-changing difference each pint can make.

### Greeneville, TN Back to School Drive

At our Greeneville facility (GCY), our Customer Service Department goes beyond delivering exceptional support—they lead with heart. Over the past year, they championed initiatives that strengthen employee families and uplift the community.

In August 2025, the department continued the commitment to giving back by sponsoring a "Back-to-School" supply drive. Thanks to the generosity of GCY families and community partners, the team collected over 50 backpacks filled with school essentials. These donations stocked a free supply shop for GCY employees, helping nearly 20 families prepare for the school year. Remaining supplies were donated to the Greene County Family Resource Center, ensuring even more children had what they needed to succeed.



# Disaster Response

We take pride in our capacity to take action and help the communities we are part of in times of disaster. Throughout the years, we have committed our time and resources to aid communities in need by working internally to provide our transportation resources, financial resources, and volunteer hours so that we can create a positive impact during hard times for the places we live and work.

With more than 760 Forward teammates across Texas, the flooding in South Central Texas in 2025 struck close to home. To support recovery efforts, Forward made

a donation to the Community Foundation of the Texas Hill Country, specifically to the Kerr County Relief Fund. This local fund directs resources to trusted emergency assistance partners, providing long-term support for families as they rebuild and recover.

Greeneville was home to our company headquarters for more than 50 years, and we continue to take pride in being part of the community.. In 2024 we rallied to help those that were devastated by a hurricane. To assist these communities, we rallied vehicles in our fleet to help deliver water and other essential goods to aid those in this time of crisis.



Choosing a community-based partner ensured that resources reached those most heavily impacted and reflected our commitment to standing with our people and the communities where we operate. While news coverage fades in the aftermath of disasters, Forward remains dedicated to helping our employees and neighbors through the long process of recovery.

## Partnerships that Extend Our Impact

Forward partners with organizations that strengthen our industry and create safer, more inclusive communities.

### Truckers Against Trafficking

Through our partnership with Truckers Against Trafficking (TAT), Forward equips over-the-road drivers with the knowledge and tools to help identify and respond to signs of human trafficking. By training our drivers, we extend the reach of this critical effort and ensure our industry plays an active role in protecting vulnerable individuals.



### Women in Trucking

Forward is proud to partner with the Women in Trucking Association (WIT) to encourage and promote the employment of women within the transportation sector. In recognition of our efforts, WIT named Forward a Top Company for Women to Work for in Transportation in 2021. We remain committed to building on this progress and fostering a more inclusive environment across our workforce.



**“Partnerships like Women In Trucking matter because they create valuable opportunities for learning, mentorship, and development. It’s meaningful to see our company actively invest in the women across our team and help them to foster relationships and cultivate their careers. Our business is powered by people, and investing in personal growth and professional development drives us forward and broadens our impact within the company and the industry.”**



**Robin Burrows**  
Vice President, Solution Design

# Appendices & Indexes

# GRI - Global Reporting Initiative

GRI Standard	Disclosure Number	Disclosure Title	Location Explanation	
<b>General Disclosures</b>		<b>The organization and its reporting practices</b>		
<b>GRI 2: General Disclosures 2021</b>	2-1	Organizational details	<a href="#">2025 Forward ESG Report - Pg. 4</a>	
	2-2	Entities included in the organization's sustainability reporting	<a href="#">2025 Forward ESG Report - Pg. 4</a>	
	2-3	Reporting period, frequency and contact point	This version of the report was last updated November 2025 to reflect the reporting of 1 January 2024 to 31 December 2024. Our ESG Report will be updated annually for each fiscal year to coincide with our Financial reporting requirements (e.g., 1 January 2024 to 31 December 2024). Questions about our ESG Report can be directed to <a href="mailto:esg@forwardair.com">esg@forwardair.com</a> .	
	2-4	Restatements of information	There are no restatements of information in this report.	
	2-5	External assurance	<a href="#">Forward 2024 GHG Inventory Limited Assurance Verification</a>	
	2-6	Activities, value chain and other business relationships	<a href="#">2024 Forward 10-K - Pg. 10-16</a>	
	2-7	Employees	Forward operates within the transportation and freight sectors. We work with diverse suppliers in many industries. We work with many independent contractors to provide package delivery. Additional information can be found in our Annual Report on Form 10-K for 2024 / 1. Business ( <a href="#">Pg. 10-16</a> )	
	2-8	Workers who are not employees	<a href="#">2024 Forward 10-K - Pg. 13</a> <a href="#">2025 Forward ESG Report - Pg. 11</a>	
<b>Governance</b>				
	2-9	Governance structure and composition	<a href="#">Forward Charter</a> <a href="#">Forward Bylaws</a> <a href="#">Forward Governance Overview</a> <a href="#">2025 Forward Proxy - Pg. 11-51</a>	
	2-10	Nomination and selection of the highest governance body	<a href="#">2025 Forward Proxy - Pg. 12</a>	
	2-11	Chair of the highest governance body	<a href="#">2025 Forward Proxy - Pg. 30</a>	
	2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Forward Governance Overview</a>	
	2-13	Delegation of responsibility for managing impacts	<a href="#">2025 Forward Proxy - Pg. 48</a> <a href="#">Forward Governance Overview</a>	
	2-14	Role of the highest governance body in sustainability reporting	<a href="#">2025 Forward ESG Report - Pg. 5</a> <a href="#">2025 Forward Proxy - Pg. 19-20</a>	
	2-15	Conflicts of interest	<a href="#">Forward Code of Conduct</a>	
	2-16	Communication of critical concerns	<a href="#">Forward Code of Conduct</a>	
	2-17	Collective knowledge of the highest governance body	<a href="#">2025 Forward Proxy - Pg. 30-31</a> <a href="#">Forward Governance Overview</a>	
	2-18	Evaluation of the performance of the highest governance body	<a href="#">Forward Governance Overview</a>	
	2-19	Remuneration policies	<a href="#">Forward Governance Overview</a> <a href="#">2025 Forward Proxy - Pg. 22-29</a>	
	2-20	Process to determine remuneration	<a href="#">2025 Forward Proxy - Pg. 52-68</a>	
	2-21	Annual total compensation ratio	<a href="#">2025 Forward Proxy - Pg. 58-59</a>	
<b>Strategy, policies and practices</b>				
	2-22	Statement on sustainable development strategy	<a href="#">2025 Forward ESG Report - Pg. 6</a> <a href="#">Forward Code of Conduct</a>	
	2-23	Policy commitments	<a href="#">Forward Human Rights Policy</a> <a href="#">Forward Enterprise Environmental Policy</a>	

# GRI - Global Reporting Initiative

2-24	Embedding policy commitments	<a href="#">Forward Code of Conduct</a> <a href="#">Forward Human Rights Policy</a> <a href="#">Forward Enterprise Environmental Policy</a>
2-25	Processes to remediate negative impacts	<a href="#">Forward Code of Conduct</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Forward Code of Conduct</a>
2-27	Compliance with laws and regulations	Any material non-compliance with laws and regulations is disclosed in our public filings with the SEC under the heading "Legal Proceedings" and in the notes to our Financial statements.
2-28	Membership associations	We maintain partnerships with several national trade associations and other organizations to further our business and sustainability efforts. We select those associations and organizations to best address issues in a collective industry manner and advance positions in the best interests of our shareholders and our business.
<b>Stakeholder Engagement</b>		<a href="#">2025 Forward ESG Report - Pg. 17</a>
2-29	Approach to stakeholder engagement	As a part of our ESG Impact Assessment in 2020, we engaged independent contractors, customers, vendors, suppliers and employees to identify the most critical ESG sustainability focus areas. A total of 966 employees were engaged through surveys and interviews to ensure that our ESG strategy encompassed the needs of all stakeholders. The results were then reviewed with the Board and used to finalize our strategic focus areas."
2-30	Collective bargaining agreements	<a href="#">2024 Forward 10-K - Pg. 13</a>
<b>GRI 3: Material Topics 2021</b>		As a part of our ESG Impact Assessment in 2020, we engaged numerous stakeholders across our company to identify the most critical ESG sustainability focus areas.
3-1	Process to determine material topic	Our primary focus areas include: Health & Safety Independent Contractor Practices Diversity, Equity & Inclusion Communities Impact and Partnerships Measurement & Disclosure Information Security Responsible Supplier Practices GHG Emissions Air Quality
3-2	List of material topics	
3-3	Management of material topic	<a href="#">2025 Forward ESG Report</a>
<b>GRI 204: Procurement Practices 2016</b>		We do not currently track our supplier spend based on locality but we will continue to explore options to capture this data in the future.
204-1	Proportion of spending on local suppliers	
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	<a href="#">2025 Forward ESG Report - Pg. 19</a>
302-2	Energy consumption outside of the organization	<a href="#">2025 Forward ESG Report - Pg. 17, 20</a>
302-3	Energy intensity	<a href="#">2025 Forward ESG Report - Pg. 16</a>
302-5	Reduction of energy consumption	<a href="#">2025 CDP Response - 7.53.1</a>
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	<a href="#">2025 Forward ESG Report - Pg. 17</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2025 Forward ESG Report - Pg. 17</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2025 Forward ESG Report - Pg. 17</a>
305-4	GHG emissions intensity	<a href="#">2025 Forward ESG Report - Pg. 16</a>
305-5	Reduction of GHG emissions	<a href="#">2025 CDP Response - 7.53.1</a>
305-6	Emissions of ozone-depleting substances (ODS)	Forward's Ozone-depleting substances are captured in Scope 1 emissions
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">2024 Forward GHG Inventory</a>

# GRI - Global Reporting Initiative

<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	Unavailable. Forward does not track this information at this time.
	308-2	Negative environmental impacts in the supply chain and actions taken	Unavailable. Forward does not track this information at this time.
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	<a href="#">2025 Forward ESG Report - Pg. 12</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">2025 Forward ESG Report - Pg. 12-13</a>
	401-3	Parental leave	<a href="#">2025 Forward ESG Report - Pg. 11</a>
<b>GRI 402: Labor and Management Relations 2016</b>	402-1	Minimum notice periods regarding operational changes	We notify all impacted team members of operational changes as soon as practical as part of our commitment to comply with all required notice periods set forth in the U.S. Department of Labor Worker Adjustment and Retraining Notification Act (WARN) and local and state laws.
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-3	Occupational health services	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-5	Worker training on occupational health and safety	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-6	Promotion of worker health	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-8	Workers covered by an occupational health and safety management system	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-9	Work-related injuries	<a href="#">2025 Forward ESG Report - Pg. 10</a>
	403-10	Work-related ill health	<a href="#">2025 Forward ESG Report - Pg. 10</a>
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	We currently do not track this information but we will look to improve our data collection in the future.
	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2025 Forward ESG Report - Pg. 10, 11, 13, 25</a>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	<a href="#">2025 Forward ESG Report - Pg. 11</a>
<b>GRI 408: Child Labor 2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Forward Code of Conduct</a>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Forward Code of Conduct</a>
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2025 Forward ESG Report - Pg. 28-31</a>
	413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">2025 CDP Response - 4.6.1</a>
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	We track suppliers quarterly to review their potential characteristics as historically underutilized business, but do not currently at this time have a formal process for vetting suppliers upon onboarding.
	414-2	Negative social impacts in the supply chain and actions taken	Omission due to information unavailable
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">2025 Forward ESG Report - Pg. 26</a>

# SASB - Sustainability Accounting Standards Board

Topic	SASB Code	Metric	Location/Explanation
Road Transportation Activity Metrics	TR-RO-000.A	Revenue tonne-kilometres (RTK)	This associated metric for this topic is currently unavailable. We are continually working to improve our data collection process.
	TR-RO-000.B	Load factor	This associated metric for this topic is currently unavailable. We are continually working to improve our data collection process.
	TR-RO-000.C	Number of employees, number of truck drivers	<a href="#">2025 ESG Report - Pg. 9</a>
Air Freight & Logistics Activity Metrics	TR-AF-000.A	Revenue tonne-kilometres (RTK) for: (1) road transport and (2) air transport	This associated metric for this topic is currently unavailable. We are continually working to improve our data collection process.
	TR-AF-000.B	Load factor for: (1) road transport and (2) air transport	This associated metric for this topic is currently unavailable. We are continually working to improve our data collection process.
	TR-AF-000.C	Number of employees, number of truck drivers	<a href="#">2025 ESG Report - Pg. 9</a>
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	<a href="#">2025 ESG Report - Pg. 17</a>
	TR-AF-110a.1		<a href="#">2025 ESG Report - Pg. 17</a>
	TR-RO-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<a href="#">2025 ESG Report - Pg. 17-18</a>
	TR-AF-110a.2		<a href="#">2025 ESG Report - Pg. 17-18</a>
	TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas and (3) percentage renewable	<a href="#">2025 ESG Report - Pg. 20</a>
	TR-AF-110a.3	Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable	<a href="#">2025 ESG Report - Pg. 20</a>
	TR-RO-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	<a href="#">2024 Forward GHG Inventory</a>
	TR-AF-120a.1		<a href="#">2024 Forward GHG Inventory</a>
	TR-AF-310a.1	Percentage of drivers classified as independent contractors	We do not currently report this metric but will continue to evaluate in the future.
Workforce Conditions, Health & Safety	TR-AF-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	We do not currently report this metric but will continue to evaluate in the future.
	TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	
	TR-AF-320a.1		
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	<a href="#">2025 ESG Report - Pg. 12</a>
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	<a href="#">2025 ESG Report - Pg. 10</a>
Supply Chain Management	TR-AF-430a.2	Total greenhouse gas (GHG) footprint across transport modes	<a href="#">2024 Forward GHG Inventory</a>
	TR-AF-430a.3	Description of policies and strategies to identify, assess and manage business disruption risks associated with contract carrier safety	<a href="#">2025 ESG Report - Pg. 10</a>
	TR-RO-540a.1	Number of road accidents and incidents	<a href="#">2025 ESG Report - Pg. 10</a>
Accident & Safety Management	TR-AF-540a.3		<a href="#">2025 ESG Report - Pg. 10</a>
	TR-AF-540a.1	Description of implementation and outcomes of a Safety Management System	<a href="#">2025 ESG Report - Pg. 11</a>
	TR-AF-540a.2	Number of aviation accidents	This associated metric for this topic is currently unavailable. We are continually working to improve our data collection process.
	TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	We do not currently report this metric, however, the only relevant spills and releases would be de minimal and in connection with roadway incidents

# TCFD - Task Force on Climate-Related Financial Disclosures

## CA SB 261 - Reporting Framework Clarification

Our 2025 financially related risks and opportunities were compiled in accordance with the TCFD Final Report of Recommendations (2017). Our disclosure covers the recommendations from TCFD of Governance, Strategy, Risk Management, and Metrics and Targets to ensure that our business is primed to avoid all relevant climate related risks and capitalize on any opportunities. We prioritized these recommendations as we believe that transportation is consistently at the forefront of shifting technology and regulation. This influences our team to maintain strong internal mechanisms of governance to manage our risk and build strategy around these climate related financial impacts to maximize our market reputation and potential earnings. Our ESG team analyzes and measures our environmental impacts through several metrics, and we have a preliminary emissions reduction target that help guide us in managing our risks and opportunities.

TCFD Recommendation	Disclosure	References
<b>1. Governance</b>		
1.a Describe the board's oversight of climate-related risks and opportunities	<p>The Board continues to maintain oversight of climate risks and opportunities at both the Full Board Level and through specific committees in collaboration with management. The Board, through the Corporate, Governance, and Nominating (CG&amp;N) Committee, receives at least annual updates from ESG team on climate-related issues, including regulatory compliance, and risk management frameworks. The CG&amp;N Committee plays an active role in overseeing and monitoring management's development and execution of climate strategies by providing feedback and direction on strategies and reviewing annual results related to environmental initiatives.</p> <p>The Board's approach to climate-related litigation risk and regulation remains primarily compliance-driven, with an emphasis on monitoring legislative developments in key jurisdictions, particularly California. Post-Omni acquisition, there is growing awareness of the need to evaluate international frameworks and potential customer expectations more proactively.</p> <p>Our full Board periodically considers and guides strategies regarding new technology for equipment on our assets to reduce our emissions or for systems to optimize our assets and any major capital expenditures related to such technology or systems. The CG&amp;N Committee is updated on each of these topics at least annually, and the full Board reviews and discusses ESG and sustainability strategies and programs with senior leadership, including our Head of ESG, at least annually.</p>	<a href="#">2025 CDP Response - 4.1.2</a> <a href="#">2025 ESG Report - Pg. 5</a>
1.b Describe management's role on climate-related risks and opportunities	<p>Implementation of strategies to assess and manage climate-related risks and opportunities at the management level is the primary responsibility of the ESG Steering Committee, established in 2021. The ESG Steering Committee is made up of our Chief Financial Officer, Chief Legal Officer, Chief People Officer, Chief Operating Officer, SVP of Safety and Chief Information Officer and is responsible for oversight of our ESG risks, strategy and reporting. The Committee meets on an as-needed basis and works together with our Director of Corporate ESG to define and execute our ESG strategy and roadmap. The CEO also meets with the Director of Corporate ESG on a regular basis to discuss, assess and manage climate-related risks and opportunities. The Director of Corporate ESG also reports directly to the CG&amp;N Committee and the full Board at least annually.</p> <p>Climate oversight remains integrated with business strategy discussions, especially as Forward evaluates the financial and operational implications of regulations such as the rising costs associated with fleet electrification and compliance requirements by the existing mandatory regulations. The Director of ESG and Safety Officer provide major inputs to the evaluation. Management monitors legislative and regulatory developments and assess operational feasibility, including the forecasting of the cost and operational impact of transitioning to electric vehicles (EVs).</p> <p>One existing method Forward uses to manage climate-related risks and opportunities throughout the company is by providing rewards to employees for actions that help contribute to Forward's sustainability. Specific locations and/or team members are featured in enterprise communications to reward team members who play a role in making our business environmentally sustainable. Specific programs focused on reducing idling, changing driver behavior and reducing waste also have award and recognition programs, including monetary rewards, for team members who are dedicated to our sustainability causes.</p>	<a href="#">2025 CDP Response - 4.1.2</a> <a href="#">2025 ESG Report - Pg. 5</a>
<b>2. Strategy</b>		
2.a Describe the climate-related risks and opportunities identified in the short, medium and long term.	<p>Forward has identified climate-related risks and opportunities on an ongoing basis for several years, and this index builds upon our initial TCFD report released in 2023. We refreshed our quantitative and qualitative analyses to reassess Forward's resilience and vulnerability to various physical and transition risks.</p> <p>These analyses included a physical risk scenario assessment, internal stakeholder engagement, market research, and evaluation of our top suppliers and customers. The results have shown additional climate-related risks and opportunities for Forward. Forward has also identified more specific risks &amp; opportunities within each of these categories and assigned time frames of possible impact to these more specific risks &amp; opportunities in the table in Section B of Strategy.</p> <p>As part of responding to the recommendations of the TCFD, Forward has established the following short, medium and long term time horizons for climate risk and opportunity assessment:</p> <ul style="list-style-type: none"> <li>Short term: 0-3 years</li> <li>Medium term: 3-15 years (ending in 2040)</li> <li>Long term: 15-25 years (ending in 2050)</li> </ul>	<a href="#">2025 CDP Response - 2.1, 2.2.2</a>
Risk Category	Description and Relevance to Forward	References
Current Regulation	The risk that current regulations related to climate, including those related to fuel efficiency, vehicle emissions and fuel types, could impose additional burdens on Forward's operations due to additional efforts to ensure compliance or any penalties associated with non-compliance.	<a href="#">2025 CDP Response - 3.1.1</a> <a href="#">2025 ESG Report - Pg. 17</a>
Emerging Regulation	The risk that emerging regulations related to climate, including the upcoming California Climate Accountability Package for climate disclosure, electric vehicle requirements, and more stringent fuel efficiency and emission requirements, could impose additional burdens on Forward's operations due to additional efforts to ensure compliance or any penalties associated with non-compliance.	<a href="#">2025 CDP Response - 3.1.1</a> <a href="#">2025 ESG Report - Pg. 17</a>
Technology	The risk that transitioning to lower-emitting technologies could result in disruptions to Forward's operations due to increased costs to acquire and maintain these technologies or differences in operating these technologies that require additional training or new standard operating procedures. There are also risks associated with transitioning to new technologies, including high upfront costs, a lack of infrastructure to support these new technologies (e.g., EV charging and CNG/LNG refueling stations and the availability of alternative fuels such as biodiesel and renewable diesel), and maintenance and reliability concerns.	<a href="#">2025 CDP Response - 3.1.1</a> <a href="#">2025 ESG Report - Pg. 18</a>
Legal	The risk that current or emerging regulations related to climate or other climate-related litigation results in increased exposure of Forward to lawsuits or other forms of legal action that would negatively impact Forward's operations.	<a href="#">2025 CDP Response - 3.1.1</a> <a href="#">2025 ESG Report - Pg. 17</a>

# TCFD - Task Force on Climate-Related Financial Disclosures

Market	The risk that climate-related issues cause macroeconomic shifts that result in more difficult operating conditions for Forward, including increased costs for certain goods and services or decreased revenues due to decreased demand for Forward's services. As climate regulations and actions accelerate, consumers may change their spending and buying patterns as it relates to transportation in an effort to reduce their own emissions. Additionally, regulations or other uncertain market conditions could cause drastic fluctuations in fuel prices, which are a key cost driver for transportation companies like Forward.	<a href="#">2025 CDP Response - 3.1.1</a> <a href="#">2025 ESG Report - Pg. 23</a>
Reputation	The risk that not meeting stakeholder expectations surrounding sustainability performance results in damage to Forward's public standing and reputation. Negative perceptions stemming from a perceived lack of robust climate action or environmental stewardship risk eroding brand trust, reducing investor confidence, and potentially resulting in the loss of key customers. Even without any new legislation or regulations, increased public concern regarding greenhouse gases emitted by the transportation sector could harm the reputations of logistics companies and shift consumer demand toward EV options or more locally sourced products.	<a href="#">2025 CDP Response - 3.1.1</a> <a href="#">2025 ESG Report - Pg. 17</a>
Acute Physical	Exposure to extreme weather events – particularly cyclones – poses 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.	<a href="#">2025 CDP Response - 3.1.1</a>
Chronic Physical	Long-term environmental shifts, particularly from persistent heatwaves and water stress, gradually erode infrastructure integrity and operational reliability. The ongoing exposure to these chronic hazards presents the risk of escalating maintenance costs, asset degradation, decreased productivity, and reduced operational capacity over time .	<a href="#">2025 CDP Response - 3.1.1</a>

Opportunity Category	Description and Relevance to Forward	References
Products & Services	There are several new technologies being developed to help reduce emissions from the transportation sector. Proactively integrating climate-related considerations into our company strategy – such as setting emissions-reduction targets and disclosing climate risks – can build investor and customer trust. Forward is currently exploring the use of electric trucks that have the potential to reduce our operating costs, including fuel and maintenance costs. This will also expand our green logistics services by offering lower-emissions transportation options. Furthermore, we are exploring electrification of other equipment in our facilities, including yard horses and forklifts, that could also yield savings on fuel and maintenance costs over time.	<a href="#">2025 CDP Response - 3.6.1</a> <a href="#">2025 ESG Report - Pg. 20</a>
Energy Source	In addition to new technologies being developed, alternative fuels like biodiesel and renewable diesel could serve as lower-emissions sources of energy that we can use in our existing fleet as we explore implementing more alternative fuels, such as biodiesel and renewable diesel, and electric vehicles in the longer term.	<a href="#">2025 CDP Response - 3.6.1</a> <a href="#">2025 ESG Report - Pg. 20</a>
Resource Efficiency	In addition to the use of lower-emitting fuels and technologies in our fleet, Forward is also exploring other ways to improve existing resource efficiency such as idle time reduction, improving vehicle/trailer aerodynamics, and more sustainable driving behaviors. Furthermore, we are considering adopting AI-powered tools and advanced analytics to enable scenario modeling, predictive maintenance, and adaptive route planning. We believe these improvements will unlock favorable financial terms.	<a href="#">2025 CDP Response - 3.6.1</a> <a href="#">2025 ESG Report - Pg. 19</a>
Market	Beyond our operational opportunities, we have also identified climate-related opportunities across our value chain. We can align with the goals of sustainability-conscious customers by offering low-carbon services such as electric or alternative fuel fleets, carbon tracking, and emissions reporting. This could attract new customers while also strengthening long-term contracts and customer loyalty. We can also proactively support our independent contractors in aligning with sustainability standards to improve compliance throughout our supply chain.	<a href="#">2025 CDP Response - 3.6.1</a> <a href="#">2025 ESG Report - Pg. 23</a>

TCFD Recommendation	Disclosure	References
2.b Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning	As part of the process of assessing our climate-related risks and opportunities for our second TCFD-aligned report, Forward has identified the following climate-related risks that are particularly relevant to Forward. The table below describes the relevant risk category, the relevance of this risk to Forward specifically, and the likelihood of each risk materializing over a given time frame. An additional table is also provided for several of the opportunities identified by Forward, including their time horizon and the current strategy to seize that opportunity.	<a href="#">2025 CDP Response - 2.2.1</a>

Risk	Risk definitions and potential impact on Forward	Business Impact in Time Horizons			Current & planned actions to address risk
		Short	Medium	Long	
Regulatory Uncertainty	Forward 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.	Low	Low	Low	Forward 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.
High Capital Expenditure for the EV Transition	The shift to electric vehicles (EVs) or alternative fuel technologies require 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.	Significant	Significant	Significant	Forward 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.
Market Demand Shifts	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 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's competitive positioning and erode long-term profitability.	Low	Low	Low	Forward 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.

# TCFD - Task Force on Climate-Related Financial Disclosures

Market Demand Shifts	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 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's competitive positioning and erode long-term profitability.	Low	Low	Low	Forward 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.
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Opportunity	Climate related opportunity for Forward	Business Impact in Time Horizons			Current and future actions to realize climate-related opportunities
		Short	Medium	Long	
Investment in Fuel-Efficient Technologies & Route Optimization	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.	Significant	Significant	Significant	Forward'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.
Expanding Green Logistics Services	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 in a competitive market, enhance brand perception, and unlock premium pricing opportunities.	Low	Low	Moderate	Forward 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.
Attracting & Retaining Sustainability-Conscious Customers	As corporations adopt science-based climate targets, they increasingly seek logistics partners that can help reduce their transportation-related emissions. Forward can position itself as a preferred vendor by offering 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.	Moderate	Moderate	Moderate	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 as a sustainability-conscious provider.
Enhanced Supplier Engagement to Meet Evolving ESG Expectations	As large customers begin to extend ESG requirements to include subcontractors, there is a valuable opportunity for Forward 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 as a proactive and responsible partner.	Low	Low	Low	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.

TCFD Recommendation	Disclosure	References
2.c Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p><b>"Physical Scenario Analysis</b></p> <p>In line with the TCFD recommendations, Forward conducted an updated physical climate change scenario analysis in 2025 to evaluate our exposure to climate-related hazards and to assess our resilience to the associated climate-related physical risks. This analysis built upon our initial evaluation in 2023. The physical risk scenario analysis focused on our vital assets in short-, medium-, and long-term scenarios aligned with our established time horizons from the present day to 2050. The physical risks were evaluated under three IPCC (Intergovernmental Panel on Climate Change) scenarios: SSP 5-8.5, SSP 2-4.5, and SSP 1-2.6. SSP 5-8.5 is considered a worst-case climate scenario in which emissions continue unabated into the long term, while SSP 2-4.5 is a "middle of the road" scenario where more accelerated climate action results in less severe physical climate hazards. SSP 1-2.6 is a best-case sustainable development scenario. The review covered a representative sample of 13 sites across Forward and Omni—primarily located in the U.S., with one site in Taiwan—including terminals, an office, domestic forwarding facilities, and other operational locations. These sites were assessed for both acute and chronic hazards, including wildfires, water stress, inland flooding, heatwaves, sea level rise and cyclones/hurricanes.</p> <p>Overall, Forward's sites have minimal exposure to climate-related hazards in the short-term, although this does increase in the long-term primarily for cyclones, water stress and heatwaves under all scenarios, with the greatest risk under SSP 5-8.5. Results under the lower-emissions scenario reflect slightly lower risks of climate hazards. This analysis builds on our 2023 assessment and represents an ongoing effort to progressively expand its scope across additional sites. We plan to apply the resulting insights to inform future site selection and operational decision-making.</p> <p><b>Transition Scenario Analysis</b></p> <p>In addition to the Physical Scenario analysis, Forward conducted a climate-related transition scenario analysis to assess how transition risks, such as carbon pricing, could impact our operations and strategy. Using the IEA Net Zero scenario carbon prices, which serve as a proxy for potential future legal and/or policy changes that introduce a price on carbon, we evaluated our potential exposure to carbon pricing. This was done by modelling three emissions scenarios from the present to 2050, based on projections of our 2023 greenhouse gas emissions:</p> <ol style="list-style-type: none"> <li>1. Near-term Science-Based Target by 2030/Net Zero by 2050;</li> <li>2. Near-term Science-Based Target by 2030/Business as usual through 2050; and</li> <li>3. Business as usual through 2050.</li> </ol> <p>Forward's exposure to carbon pricing is highest under a Business as usual through 2050 scenario, with potential cost of emissions declining significantly under SBTi-aligned targets and a trajectory toward net zero by 2050.</p> <p>Transition risk was also assessed based on the climate maturity of Forward's top 11 key suppliers, through an analysis of their progress on climate disclosures. These suppliers were found to have varied levels of climate change policy maturity; however, their overall maturity was relatively low, with only a few standout suppliers exhibiting high climate disclosure maturity. This variation suggests risks of value chain disruptions if and when climate impacts intensify and related legal and market pressures increase. Our supplier engagement strategy has been a specific discussion topic as we evaluate different emission reduction initiatives.</p> <p>Together, these analyses underscore the importance of addressing climate-related risks on an ongoing basis to avoid substantive financial impacts and potential disruptions to our supply chain. Forward operates domestically and globally across several lines of business, which, combined with our asset-light operating model, helps to ensure financial resilience against many risks, including climate-related risks.</p>	<a href="#">2025 CDP Response - 5.1.2</a>

# TCFD - Task Force on Climate-Related Financial Disclosures

3. Risk Management		
3.a Describe the organization's processes for identifying and assessing climate-related risks	At this stage in Forward's sustainability journey, climate-related risks are identified on an ongoing basis as they arise or as it becomes clear that they have the potential to impact Forward's operations. In addition, these risks are captured through our Enterprise Risk Management (ERM) survey, which is typically conducted on an annual basis. This process includes consideration of both existing and emerging climate-related regulations. Currently, there is no specific process to determine the materiality of climate-related risks. However, these risks and are considered equally significant to other risks when their potential impact and magnitude are comparable. These risks are assessed based on their potential impact on Forward by management and are also shared with the Board's CG&N Committee and with the full Board at least annually.	<a href="#">2025 CDP Response - 2.2.2</a>
3.b Describe the organization's processes for managing climate-related risks	Forward leverages its leadership team to manage ESG risks and opportunities. To support our sustainability efforts, Forward has appointed a Director of Corporate ESG, who reports directly to the Chief People Officer (CPO). The Director of Corporate ESG also works closely with the Chief Legal Officer, the Chief Financial Officer, the Chief Commercial Officer, and the SVP of Safety to identify climate related risks & opportunities, improvement activities and ESG priorities. We continue to assess our governance structure to ensure this role operates as effectively as possible. As disclosed previously in this index, these risks are shared with the Board and relevant committees multiple times throughout the year to solicit their guidance on how to effectively manage these risks.	<a href="#">2025 CDP Response - 2.2.2</a>
3.c Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	While Forward has historically identified climate-related risks separately from the broader Enterprise Risk Management (ERM) process, efforts are currently underway to integrate the two processes. Forward's existing procedures for identifying, assessing and managing climate-related risks have proved effective to date, but aligning them into the overall Enterprise Risk Management processes is a key focus. This shift aims to ensure a more cohesive and comprehensive approach to risk management across the organization.	<a href="#">2025 CDP Response - 2.2.2</a>
4. Metrics and Targets		
4.a Disclose the metrics used by the organization to assess risks and opportunities in line with its strategy and risk management process	<p>Forward uses a wide range of metrics to understand its potential climate-related risks, including:</p> <ul style="list-style-type: none"> <li>• Annual GHG emissions</li> <li>• Emissions by fuel source</li> <li>• Emissions by revenue intensity</li> <li>• Energy consumption by fuel type</li> <li>• Annual air pollutant emissions</li> <li>• Annual water consumption</li> <li>• Annual waste disposal</li> </ul> <p>Forward is currently exploring the most effective metrics to use when assessing the climate-related opportunities disclosed in this index. Forward has assessed the financial implications of climate-related transition risks, including scenario-based analysis of carbon pricing impacts across near- and long-term time horizons at the operational level. The methodologies were included in section 2.c of this report. This evaluation underscores the strategic importance of setting emissions reduction targets in line with the Science-Based Targets Initiative (SBTi) and developing a credible, time-bound climate transition plan to mitigate identified risks and support long-term business resilience. Forward aims to conduct an updated materiality assessment within the next two years.</p>	<a href="#">2025 ESG Report - Pg. 17</a>
4.b Disclosure of Scope 1, 2 and 3 greenhouse gas (GHG) emissions and the related risks	Forward's greenhouse gas emissions are disclosed annually in our ESG Report. Forward reported historical greenhouse gas (GHG) emissions metrics to facilitate trend analysis and monitor progress toward its climate goals. This comparative assessment supports enhanced transparency and informs future decision-making around emissions reduction strategies.	<a href="#">2025 ESG Report - Pg. 17</a> <a href="#">2025 CDP Response - 7.6, 7.7, &amp; 7.8</a>
4.c Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Forward believes in emissions reductions aligned with climate science and have begun analyzing emissions reduction targets in alignment with the requirements of the Science Based Targets Initiative (SBTi). We had 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 analysis, this aligned with SBTi's methodology.</p> <p>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.</p> <p>*We are currently updating our ESG roadmap to align our previously stated carbon reduction goals with our new operations as a joint organization with Omni Logistics. As part of this update, we plan to set approved science-based targets in the next two years.</p> <p>Forward analyzed samples of climate-related customer requests and identified the most common customer-specific metrics and requirements, which are now being used as a baseline to inform and refine the company's broader ESG strategy. To ensure alignment with customer expectations, we encourage close collaboration between the ESG team and the Proposal Management team. Insights from this process will also support upcoming Supplier Engagement initiatives aimed at enhancing transparency and performance across our value chain.</p> <p>Forward launched its first formal Idle Time Program designed to reduce unnecessary idling. The program is initially focused on a subset of terminals within our PUD network. The first goal is for each terminal to get their 4-week idle time average percentage under 20%. Data tracking and measurement for this program is provided by the Electronic Logging Devices. Each month, the terminal with the best performance receives a gift card to distribute amongst participants and high performers. The targets and incentives will be adjusted as the program continues to evolve and show progress.</p>	<a href="#">2025 ESG Report - Pg. 17</a> <a href="#">2025 CDP Response - 7.53.1</a>

