2026 Sustainability Report

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Welcome

A MESSAGE FROM

Vaughn Moore

Chairman and Chief Executive Officer

CONNECT WITH VAUGHN ON: LinkedIn AIT's Website

Last year highlighted the increasing complexity and interconnectedness of global trade. In 2025, shifting tariffs, evolving trade policies and ongoing geopolitical uncertainty reshaped supply chains across regions. For AIT Worldwide Logistics' customers, these conditions reinforced a consistent reality: resilience and adaptability are essential to maintaining effective and reliable supply chains.

Adaptability continues to guide our operations. As we often say, the cement is still wet at AIT. This mindset enables our teams to respond to a dynamic environment while continuing to grow our business. We continue expanding our global footprint and strengthening partnerships with key customers and carriers across sea, air and road transportation. AIT's growth remains intentional and focused on strategic markets and capabilities. Bigger is not better; better is better.

Sustainability is a core component of this approach, supporting both resilience in our operations and adaptability in how we meet customer needs.

In 2025, we remained focused on delivering practical, low-carbon solutions. This included our largest sustainable aviation fuel purchases to date, continued progress in decarbonizing our internal fleet, and the launch of a book-and-claim program for road transportation.

Looking ahead, the operating environment for global logistics will continue to evolve. AIT is navigating the ever-changing logistics landscape with transparency and a continued commitment to solutions that create long-term value for our customers, teammates and the communities where we live and work.

Sustainability Highlights

260,000+

LITERS OF RENEWABLE DIESEL USED IN AIT'S INTERNAL FLEET

58,500

mt CO_2 ABATED AS THE RESULT OF SUSTAINABLE AVIATION FUEL PURCHASES

8,300+

TEAMMATE VOLUNTEER HOURS

THREE

YEAR SUSTAINABLE AVIATION FUEL AGREEMENT WITH CARGOLUX AND MICROSOFT CLOUD LOGISTICS

51,000

EV DELIVERIES COMPLETED FOR HOME DELIVERY NETWORK

ONE

CARRIER SUSTAINABILITY AWARD

TWO

ELECTRIC CLASS 8 SEMI-TRACTORS ACQUIRED

AIT's Business

AIT Worldwide Logistics is a global freight forwarder that helps companies grow by expanding access to markets all over the world where they can sell and/or procure their raw materials, components and finished goods.

For more than 45 years, the Chicago-based supply chain solutions leader has relied on a consultative approach to build a global network and trusted partnerships in nearly every industry, including aerospace, energy, high-tech, life sciences, marine, specialized home delivery and more. Backed by scalable, user-friendly technology, AIT's flexible business model customizes door-to-door deliveries via sea, air, road and rail — on time and on budget. With expert teammates staffing more than 170 worldwide locations in Asia, Europe, the Middle East and North America, AIT's full-service options also include customs clearance, warehouse management and white glove services.

2025 STATISTICS

$3.56B
GROSS REVENUE

6M+
TOTAL SHIPMENTS

4,700+
TEAMMATES

179,937
AIR METRIC TONS

105,982
OCEAN TWENTY-FOOT EQUIVALENT UNITS (TEUS)

8.24M
SQUARE FEET WAREHOUSE SPACE

170+
LOCATIONS IN 27 COUNTRIES

Operations Overview

This map displays countries with company offices. Note, AIT's logistics operations extend to countries and regions around the world including Africa, Oceania and South America.

North America
- Canada
- Mexico
- United States

Europe
- Belgium
- Czech Republic
- Denmark
- France
- Germany
- Greece
- Ireland
- Italy
- Netherlands
- Norway
- Poland
- Romania
- Switzerland
- Turkey
- United Kingdom

Asia-Pacific
- China
- India
- Indonesia
- Japan
- Korea (Republic of)
- Malaysia
- Singapore
- United Arab Emirates
- Vietnam

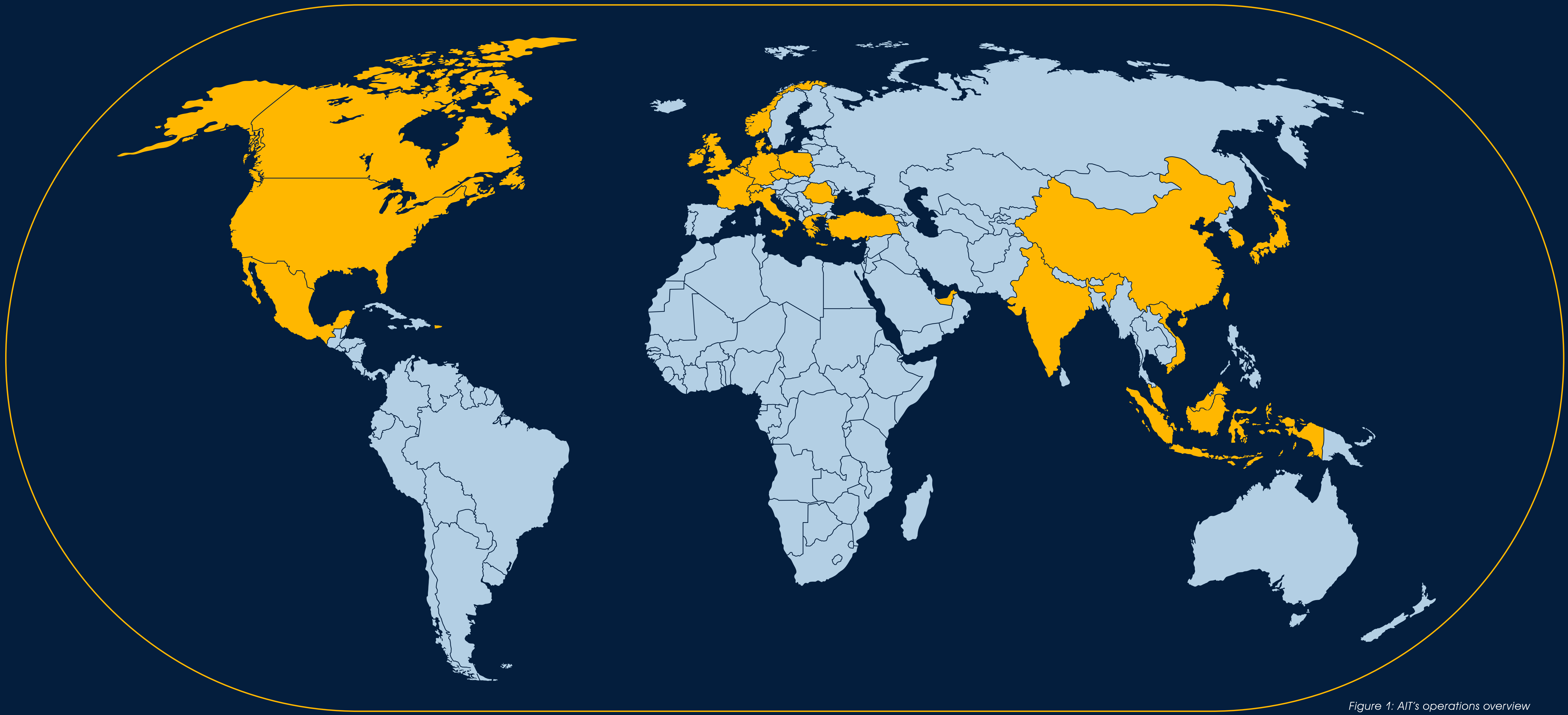


Figure 1: AIT's operations overview

Acquisitions

AIT's acquisition strategy is grounded in building a scalable and repeatable M&A framework that accelerates growth while maintaining disciplined decision making. The approach prioritizes identifying acquisitions that enhance strategic capabilities, expand geographic footprint and/or strengthen vertical expertise, with an emphasis on maximizing synergy value and integrating targets into the company's high-touch operating model. This strategy is executed alongside organic growth initiatives and investments in platform capabilities, ensuring acquisitions contribute to long-term market leadership, operational scalability and consistent value creation across the business.

Krupp Trucking LLC

At the beginning of 2025, AIT completed the acquisition of Krupp Trucking LLC, a St. Louis-based freight forwarder specializing in high-value logistics. The business began operating as the AIT-St. Louis office effective January 1. The acquisition expanded AIT's capabilities in secure, high-value technology logistics and added a 115,000-square-foot office and warehouse in Earth City, Missouri, a fleet of more than 60 local and over-the-road trucks, and nearly 100 experienced teammates. The St. Louis operation manages approximately 2.5 million kilograms of freight annually across domestic and international sea, air and road lanes. As part of AIT's broader decarbonization efforts, the acquired fleet includes **two Class 8 electric tractor-trailers**, supporting lower-emission road transportation for short-haul routes in the St. Louis area.

GSDMIA, Inc.

In April 2025, AIT completed the acquisition of GSDMIA, Inc., a Miami-based international freight forwarder with deep experience in air and ocean transportation. The acquisition strengthened AIT's trade lane capabilities between the United States, Asia, Europe and Latin America, supporting increased scale and service reliability across key global corridors. GSDMIA's operations manage a diverse range of commodities, including packaging and finished goods for the cosmetics industry, commercial HVAC equipment and technology infrastructure shipments such as cryptocurrency data servers. As part of the transaction, GSDMIA's business was integrated into AIT's existing Miami operations, expanding regional expertise and reinforcing AIT's ability to support complex global supply chains through a unified network.

Value Chain

AIT is a global logistics leader, providing supply chain solutions for complex transportation needs and specialized services for industries with unique requirements.

The company manages the worldwide movement of goods for its customers by purchasing capacity from air, ocean and trucking carriers. These providers perform the transportation using their own assets. Global transportation is affected by conditions in sea, air, road and rail markets, including capacity availability.

AIT's activities focus on global freight forwarding services, primarily via air, ocean and road, with the company managing a large network of suppliers and partners (more than 10,000 carriers worldwide). Additionally, AIT offers complementary and value-added services such as consolidation, customs clearance, insurance, order management and white glove delivery. The company further provides complex supply chain solutions, seeking opportunities to move high-touch, high-value, temperature-controlled, out-of-gauge and/or expedited cargo.

THE FREIGHT FORWARDING PROCESS

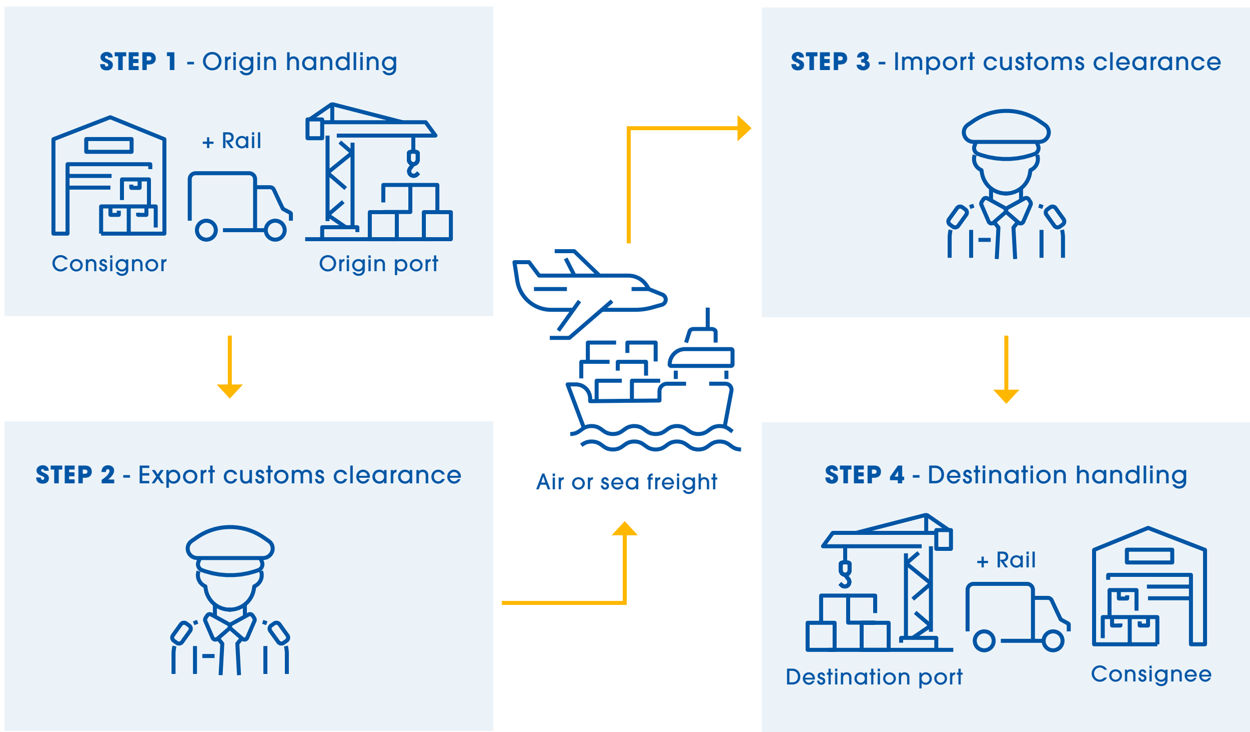


Figure 2: The freight forwarding process

Sustainability Strategy

Double Materiality Assessment

Material topics define the important issues for a company from an environmental, social and governance (ESG) perspective. These topics are determined by a materiality assessment: the process of identifying, refining and assessing numerous potential ESG issues that could affect AIT's business and/or stakeholders, then condensing them into a short list of topics that inform the company's strategy, targets and reporting.

Process

AIT's first double materiality assessment (DMA) was conducted in 2024. The company expects to conduct the DMA again in 2027 to ensure that the material topics remain relevant and aligned with business strategy.

The most significant environmental, social and economic challenges are identified and ranked using a twofold materiality evaluation. Finding pertinent ESG subjects involves evaluating various sectoral standards, ESG rankings and reporting frameworks like Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), as well as conducting in-depth research on relevant peers. Additionally, AIT conducted a thorough analysis of stakeholders and assessed the value chain.

The DMA was carried out in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD), following a four-stage process:

IDENTIFICATION OF ESG TOPICS

The topics that are potentially material to AIT are identified through an evaluation of operations, research on relevant peers, standards, ESG rankers and reporting frameworks including European Financial Reporting Advisory Group (EFRAG), GRI and SASB (now part of the International Financial Reporting Standards family). Existing resources at AIT, such as the quality management system or the corporate strategy, were also consulted.

STAKEHOLDER AND VALUE CHAIN MAPPING

Stakeholder groups are determined through mapping exercises, providing a visual representation of the value chain's impacts, risks and opportunities (IROs) and stakeholder group categories for decision making. This step includes an in-depth stakeholder engagement process for gathering and identifying the IROs linked to the ESG hotspot topics.

IMPACT AND FINANCIAL MATERIALITY ASSESSMENT

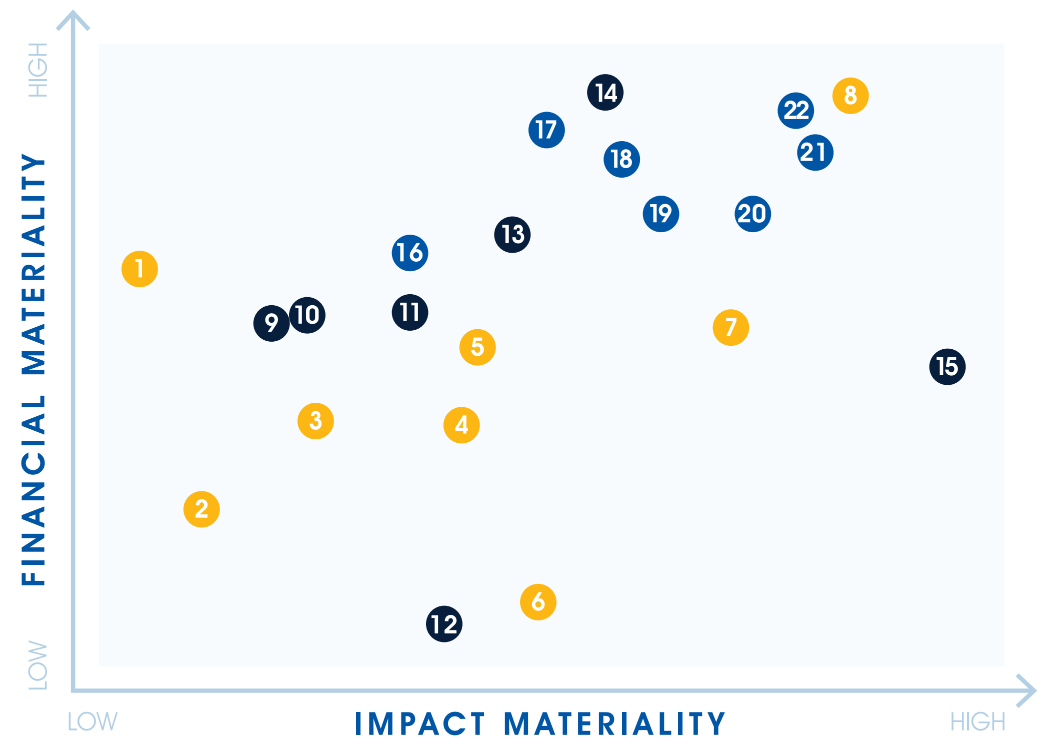
IRO materiality is assessed based on impact and financial views, known as double materiality assessment. IROs are scored with various impact and financial assessment variables.

ANALYSIS OF RESULTS AND DOUBLE MATERIALITY MATRIX CREATION

Governance approaches are reviewed in response to the materiality assessment and defining thresholds, with preparation of matrices and tables to communicate DMA results for reporting.

Double Materiality Assessment Results

A total of nine topics were rated as material (Figure 3) and 67 impacts across nine topics were identified, with 37 deemed material according to the defined thresholds for impact materiality score. In total, 43 risks and opportunities were identified, and 22 are deemed material according to the defined threshold for financial materiality. Table 4 contains an excerpt of the material impacts, risks and opportunities identified during the DMA.



ENVIRONMENTAL

1. Energy and fuel management
2. Water quality
3. Waste management and recycling
4. Air quality
5. Sustainable logistics products and innovation
6. Ecosystems and biodiversity
7. Greenhouse gas emissions
8. Climate change

SOCIAL

9. Employee diversity, equality and inclusion
10. Employment and talent attraction
11. Training and education
12. Community engagement
13. Employee health and safety
14. Value chain conditions
15. Labor practices

GOVERNANCE

16. Responsible value chain
17. Data privacy and cybersecurty
18. Operational excellence
19. Corporate governance
20. Sustainable investments and growth
21. Business resiliency and continuity
22. Business ethics and compliance

Figure 3: Double materiality matrix

Climate change

VALUE CHAIN EMISSIONS

AIT's operations and services rely heavily on fossil fuels across sea, air and road transport, contributing significantly to carbon emissions. Compared to network emissions, the emissions from operational facilities are relatively small: approximately 2-4%.

Actual negative impact

NET-ZERO NETWORKS

While AIT lacks direct control over emissions due to unowned assets, it can influence clients and carriers toward more sustainable shipping solutions. AIT can become a multiplier for sustainable solutions in the company's overall transportation network via its central position in the network.

Potential positive impact

SUPPLY CHAIN DISRUPTIONS

The interconnected nature of the business exposes it to climate change impacts across various regions. Changing weather patterns and increased severe weather events disrupt global supply chains, necessitating altered routes and safer operational locations. These measures lead to financial losses, customer dissatisfaction and delays.

Actual risk

Sustainable investment and growth

BUSINESS OPPORTUNITIES AND COLLABORATION

Collaborating and enhancing relationships with customers to achieve their sustainability goals can create further business opportunities and give AIT a competitive advantage.

Actual opportunity

Greenhouse gas emissions

AVAILABILITY OF SOLUTIONS

Sparse or insufficient availability of low- or no-carbon options in some regions can be an obstacle to achieving AIT's emissions reduction targets.

Actual risk

Business ethics and compliance

REPUTATIONAL EFFECTS AND CUSTOMERS' TRUST

Non-compliance and unethical behavior can exclude AIT from customer consideration, significantly harming the business; a single incident can result in lasting financial and reputational damage, including governmental restrictions, investigations and temporary bans.

Actual risk

Table 4: Extract from the impacts, risks and opportunities analysis as part of the DMA

Stakeholder Engagement and Partnerships

Achieving meaningful progress on sustainability goals requires collaboration beyond any single organization. AIT engages with industry networks, customers, carriers and cross-sector partners to help scale solutions, improve transparency and address shared challenges across the global logistics value chain. These partnerships enable the company to influence emissions reduction, strengthen governance and contribute to broader industry transformation while continuing to deliver reliable service for customers.

UN Global Compact

In 2025, AIT formalized its commitment to the United Nations Global Compact, the world's largest corporate sustainability initiative. Through this commitment, the company's business strategy and operations are aligned with the Compact's Ten Principles, which address human rights, labor standards, environmental responsibility and anti-corruption. Participation provides a globally recognized framework to guide responsible business conduct and strengthens engagement with customers, carriers and partners operating across diverse regulatory and cultural contexts.

The Ten Principles provide a comprehensive framework that is broadly applicable to AIT's global operations, particularly the topics addressing human rights, labor standards, environmental responsibility and anti-corruption.

As a global logistics provider operating across diverse regulatory and geographic environments, the company places strong emphasis on respecting and promoting human rights within its workforce and extended value chain, upholding fair labor practices, and ensuring safe and inclusive working conditions.

Environmental principles are especially central to the business, guiding efforts to reduce emissions, improve operational efficiency, and collaborate with customers and carriers to decarbonize transportation services.

In parallel, AIT's governance and compliance programs support the principles related to anti-corruption, reinforcing ethical conduct, transparency and accountability across all business activities.

Together, these principles are embedded into AIT's strategy, policies and day-to-day operations, helping to align business performance with responsible and sustainable growth.

Ongoing engagement

AIT views partnerships as a critical enabler of progress rather than a static list of affiliations. As customer expectations, regulations and technologies continue to evolve, the company will expand and refine its participation in initiatives that deliver measurable impact, support responsible growth, and strengthen resilience across the supply chain.

Industry collaboration and decarbonization

AIT continues to collaborate with industry-led organizations focused on reducing emissions in freight transportation and advancing consistent methodologies for measurement and reporting.

Smart Freight Centre

AIT remains an active member of Smart Freight Centre, supporting the adoption of best practices such as the Global Logistics Emissions Council (GLEC) Framework. Through SFC participation, the company aligns emissions calculation and reporting with recognized global standards and collaborates with peers on initiatives including Clean Cargo, Clean Air Transport and the Fleet Electrification Coalition.

SmartWay Transport Partnership U.S. Environmental Protection Agency

AIT continues its long-standing participation in the U.S. Environmental Protection Agency's SmartWay program, which focuses on improving freight efficiency and reducing transportation-related emissions through voluntary benchmarking and performance improvement.

ZEMBA Zero Emission Maritime Buyers Alliance

The company participates in ZEMBA to support the development and scaling of zero-emission maritime solutions. Through this coalition, AIT engages in collective action to aggregate demand for lower-carbon marine fuels and contribute to credible, in-sector emissions reduction pathways for ocean freight.

Infrastructure and technology partnerships

In 2026, AIT expanded its engagement beyond carriers and industry groups to include infrastructure partners critical to enabling low-emission freight transport at scale.

GREENLANE

AIT partnered with Greenlane, a joint venture focused on developing public charging infrastructure for heavy-duty electric vehicles. This partnership supports the deployment of zero-emission freight corridors by addressing a key barrier to adoption: reliable and accessible charging infrastructure. By engaging with infrastructure providers alongside customers and carriers, AIT helps accelerate the practical implementation of electric transportation solutions.

I-10 SHIPPER–CARRIER COALITION

The company's continued participation in the I-10 Coalition includes working with shippers, carriers and infrastructure partners to evaluate long-haul battery-electric trucking operations along the I-10 corridor in the United States. This initiative supports real-world testing of heavy-duty electric vehicles and charging solutions under commercial operating conditions.

Transparency, disclosure and governance platforms

AIT also engages with platforms that promote transparency, benchmarking and continuous improvement across environmental, social and governance topics.

CDP

Participation in CDP supports AIT's transparent disclosure of climate-related data and risks. Reporting through CDP helps strengthen internal data management and provides stakeholders with consistent, comparable information.

ecovadis

An assessment with EcoVadis is completed annually to evaluate ESG performance across AIT's operations and supply chain. As newly acquired entities are integrated, participation will expand to additional business units.

INDUSTRY ASSOCIATIONS

The company is actively involved with organizations such as the Airforwarders Association (AfA), the International Marine Purchasing Association (IMPA) and other sector-specific groups. These engagements support dialogue on compliance, sustainability and operational best practices across global logistics networks.

Awards and Recognition

External recognition plays an important role in validating AIT's sustainability strategy and the measurable progress achieved across its global operations. In 2025, the company received multiple third-party awards recognizing environmental leadership, operational excellence and supply-chain sustainability.

Hong Kong Green Management Award

In 2025, AIT-Hong Kong received the Green Management Award – Corporate from the Green Council. This award recognizes organizations that demonstrate strong management practices across areas including environmental health and safety, governance and responsible procurement. The recognition reflects the Hong Kong team's efforts to embed sustainability into daily operations and management systems, supporting the company's broader environmental and decarbonization objectives.

Inbound Logistics G75 Green Supply Chain Partner

AIT was named a 2025 G75 Green Supply Chain Partner by Inbound Logistics, an annual designation that highlights 75 companies demonstrating meaningful, measurable progress in environmental stewardship across global supply chains. Inbound Logistics recognized the company for its sustainability goals and 2024–2025 progress, including expanded use of renewable energy, electric vehicle deliveries and emissions reductions achieved through sustainable fuels.

Governance Structure

Strong governance is essential to ensuring that sustainability at AIT is credible, accountable and embedded into business decision making. AIT's governance structure is designed to provide clear oversight of environmental, social and governance (ESG) topics, integrate sustainability risks and opportunities into enterprise risk management, and support execution across AIT's global organization.

Board oversight

AIT's board of directors provides oversight of ESG-related risks and opportunities, including climate-related matters. The board reviews emerging ESG topics and sustainability priorities as presented by management and the ESG steering committee, then considers these topics in the context of corporate strategy, capital allocation and long-term business planning where relevant. This structure ensures that sustainability considerations are elevated to the highest level of governance and aligned with AIT's broader business objectives.

Management oversight and the ESG steering committee

Day-to-day oversight and execution of sustainability strategy is led by management through the ESG steering committee, which was established to embed ESG considerations across functions and regions. The committee is chaired by the company's sustainability leader and includes senior leaders from compliance, finance, human resources, operations, sales and development.

The ESG steering committee meets on a quarterly basis and serves as a cross-functional forum to:

- Develop and approve AIT's annual ESG strategy, priorities and budget
- Monitor progress against sustainability goals and key performance indicators
- Oversee regulatory developments and compliance risks, including climate- and trade-related requirements
- Integrate ESG risks into enterprise risk management and operational decision-making
- Provide transparency and structured updates to executive leadership and the board

In 2025, the committee's scope expanded beyond strategy development to include active oversight of regulatory readiness, supplier and carrier management, safety performance and data quality – reflecting the increasing complexity of the sustainability and compliance landscape facing global logistics providers.

Regulatory and risk governance

The ESG steering committee plays a central role in monitoring and responding to evolving regulatory requirements and policy developments. In 2025, this included oversight of:

- Climate-related reporting and disclosure expectations
- Developments related to the Corporate Sustainability Reporting Directive (CSRD) and associated double materiality requirements
- Changes in environmental and trade compliance regulations affecting transportation and logistics operations
- Supply chain compliance, including third-party risk management and carrier oversight

Dedicated resources within sustainability, compliance and finance teams track regulatory developments and coordinate responses, ensuring preparedness for emerging requirements while avoiding unnecessary complexity or duplication.

Integration across the organization

Governance at AIT is designed to support execution, not operate in isolation. ESG responsibilities are embedded across functional leadership through defined roles and accountability.

This structure enables ESG topics – such as emissions reduction, safety performance, workforce development and ethical conduct – to be addressed within existing operational and management processes rather than through parallel systems.

In addition, the ESG steering committee coordinates closely with operational programs, including the company's sustainability champions network, safety leadership and supplier management platforms, to ensure alignment between governance, data and on-the-ground execution.

Sustainability champions

In an environment where expectations and operating conditions continue to shift, sustainability champions help translate AIT's enterprise commitments into on-the-ground execution. Station leaders nominate each sustainability champion to join the program, which builds on previous progress by focusing on core operational priorities – reducing energy usage, minimizing waste and cutting costs, all while strengthening environmental risk management. Just as important, it empowers teammates to lead locally, thereby reinforcing shared ownership, clear accountability and continuous improvement across stations.

Champions operate through structured engagement and transparent governance, advancing practical ideas for waste reduction and energy efficiency while sharing success stories from across the network. They are equipped with knowledge, tools and data to implement changes, track performance and report results with clarity. This discipline improves data quality and oversight, keeps initiatives comparable and scalable, and ensures sustainability remains embedded in AIT's broader strategy.

Holistic Strategy

AIT's sustainability strategy is designed to deliver practical, measurable outcomes within a complex and evolving global logistics landscape. As an asset-light freight forwarder operating across sea, air, road and rail, the company focuses on influencing sustainability outcomes across its value chain: working with customers, carriers and partners to reduce emissions, manage risk and support long-term business resilience.

In 2025, AIT refined its sustainability approach in response to increasing regulatory complexity, shifting policy signals in key markets and growing customer expectations for credible, data-driven solutions. This period marked a transition from program build-out to disciplined execution, with greater emphasis on scaling currently available technologies. AIT's holistic strategy recognizes that progress is not driven by a single solution or technology. Instead, it is achieved through a portfolio of actions that reflect the realities of a global, multi-modal supply chain.

The sustainability platform at AIT allows customers to opt-in to sustainable alternatives at any point in the logistics supply chain.

Figure 5: Holistic strategy

Strategic pillars

AIT's sustainability strategy is organized around four interconnected pillars that collectively guide decision making, investment and engagement across the organization. These pillars are designed to reinforce one another and ensure that sustainability efforts support both environmental outcomes and business objectives.

Data and reporting

Reliable data and transparent reporting are foundational to the company's sustainability strategy. This pillar focuses on improving data quality, consistency and accessibility to support regulatory readiness, customer reporting and internal decision making. Emphasis is placed on aligning methodologies with recognized standards and ensuring that sustainability data can be used credibly across commercial, operational and compliance contexts.

Fleet and facilities operational excellence

This pillar addresses emissions and efficiency within AIT-controlled operations. The focus is on reducing energy consumption, increasing the use of renewable energy where feasible, and improving the performance of owned or managed assets through targeted, cost-effective initiatives. Operational excellence emphasizes actions with clear environmental benefits and defined business value.

Supply chain optimization

Since most of AIT's environmental impact sits within its value chain, this pillar centers on influencing emissions reductions beyond the company's direct operations. It includes collaboration with carriers and customers on lower-carbon transportation solutions and scalable mechanisms that enable emissions reduction despite infrastructure or fuel availability constraints.

Stakeholder and industry engagement

Sustainability is advanced through active engagement with customers, carriers, industry organizations and partners. This pillar reflects AIT's role as a connector within the logistics ecosystem and focuses on collaboration to scale solutions, share best practices, and support broader industry progress on sustainability challenges.

Figure 6: Strategic pillars

Environment

As a global, asset-light freight forwarder, AIT's environmental impact is primarily indirect and embedded within the transportation services coordinated on behalf of customers. This operating model presents both challenges and opportunities. While AIT does not own most of the assets used to move freight, it occupies a central position within the supply chain and is uniquely positioned to influence environmental outcomes through partnership, procurement and operational decision making.

The company's environmental strategy focuses on two complementary areas: reducing the impact of AIT-controlled operations (including facilities and owned vehicles) and enabling emissions reductions across the broader value chain through collaboration with carriers, customers and infrastructure partners. This dual approach reflects the realities of a hard-to-abate industry and prioritizes actions that can be scaled and measured.

As an intermediary, AIT focuses on expanding access to lower-carbon solutions, improving efficiency and supporting emerging technologies while maintaining service reliability and cost transparency for customers. Across the value chain, AIT works with carriers and customers to support sustainable fuels, electric vehicle deployment and optimization strategies that reduce emissions intensity.

Within AIT-controlled operations, environmental efforts prioritize energy efficiency, renewable energy adoption where market structures allow, and targeted improvements with clear operational and financial benefits.

NEAR- AND LONG-TERM ENVIRONMENTAL GOALS

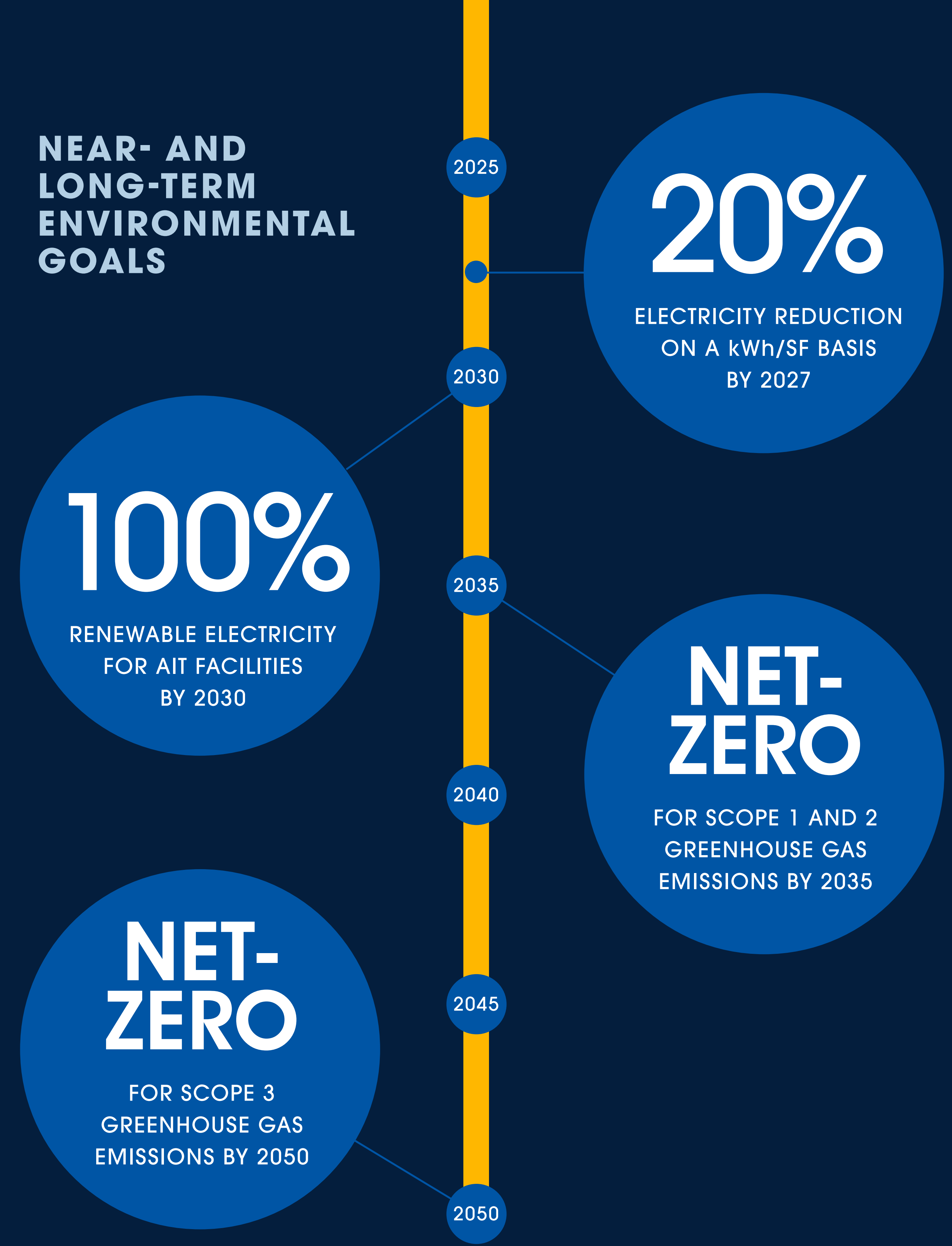


Figure 7: Near- and long-term targets

Greenhouse Gas Emissions

Greenhouse gas (GHG) emissions are a major contributor to climate change, and the transportation sector represents approximately 14% of total global emissions. As a global, asset-light freight forwarder, AIT's emissions profile is concentrated in Scope 3, reflecting emissions generated across the transportation services that are coordinated through the company's carrier network. Scope 1 emissions primarily relate to fuel used by the limited number of vehicles AIT owns or operates while Scope 2 emissions reflect electricity consumption at AIT facilities.

Measurement and reporting

AIT completes its emissions inventory using the Greenhouse Gas Protocol and the Global Logistics Emissions Council (GLEC) Framework, aligning calculation methods with widely recognized standards for freight and logistics reporting. To calculate the company's footprint more accurately and provide customers with more insight into their own footprint, AIT has been calculating transport emissions with EcoTransIT since 2025.

In 2025, the company strengthened the credibility and consistency of emissions claims associated with sustainable fuels by formalizing a global biofuel policy that covers physical fuel and book-and-claim approaches across sea, air and road. This policy establishes documentation and reporting requirements and sets minimum requirements for certifications, feedstocks and emission reduction.

Because low-carbon fuels and technologies are not available on all lanes today, AIT uses book-and-claim (market-based measures) where appropriate to enable scalable decarbonization while maintaining traceability and credible claims.

Emissions footprint

Greenhouse gas (GHG) emissions are a major contributor to climate change, and the transportation sector represents approximately 14% of total global emissions. AIT's GHG profile is concentrated in Scope 3, or emissions generated through supply chain activities. The company's Scope 1 emissions are primarily due to fuel usage for its small fleet of owned vehicles. Scope 2 emissions represent the electricity usage from AIT facilities. The company completed its emissions inventory using guidance from the Greenhouse Gas Protocol as well as the Global Logistics Emissions Council framework. This section presents AIT's complete emissions profile and provides details about partnering to reduce the company's carbon footprint.

In 2025, Scope 1 emissions increased by 19%. This was due to additional emissions associated with the acquired tractors in St. Louis. There were, however, decreases in emissions due to biofuel usage in the AIT Home Delivery fleet. Scope 2 emissions decreased by 41%, which was mainly driven by additional primary data being used (instead of proxy data) for many of our facilities.

Scope 3 emissions increased by 28% because of additional freight moves in 2025 and improvements to the emissions calculation methodology. Scope 3 emissions increased by 26% after accounting for procured biofuels including sustainable aviation fuel and sustainable marine fuel.

Figure 8: AIT's emissions breakdown

Road transportation

AIT's road transportation network is a critical component of the overall sustainability and emissions reduction strategy. The company works with a broad network of trucking partners to move freight through standard truckload operations, middle-mile networks, and white-glove final-mile delivery services. As a result of this scale, road transportation represents a meaningful portion of AIT's Scope 3 emissions footprint.

To address this impact, the company is focused on expanding lower-emissions transportation options where operationally feasible. In 2025, this included continued growth in electric vehicle deployment for home delivery operations and select long-haul routes, as well as the increased use of lower-carbon fuels such as renewable diesel and biodiesel across road transportation activities.

In 2025, AIT also expanded its road transport footprint by acquiring Krupp Trucking, a St. Louis-based freight forwarder specializing in transportation of high-value goods. With the acquisition of this fleet, AIT added two Class 8 electric semi-tractors. These tractors are moving local freight every day in the St. Louis metro area.

Internal fleet initiatives

AIT is an asset-light freight forwarder, but the company does operate a fleet of tractors in Europe, the United Kingdom and the United States. The following initiatives are in place to help manage this fleet.

DRIVER TRAINING

Fuel efficiency training is mandatory for fleet drivers. The instruction includes how to enhance fuel economy by minimizing idling, managing speed, correctly shifting gears and avoiding aggressive acceleration or braking.

ANTI-IDLING POLICIES

Anti-idling policies are enforced across the fleet to reduce fuel consumption and associated emissions during periods of inactivity. Driver performance is monitored and benchmarked based on idle time, creating accountability and visibility into operational efficiency. These practices support ongoing efforts to optimize fuel use, lower operating costs, and improve overall environmental performance across transportation operations.

RENEWABLE FUEL USAGE

AIT used renewable fuel for the internal fleet in 2025. The AIT Home Delivery fleet in the U.K. reached 20% renewable diesel or HVO usage by the end of 2025. In 2026, that group's goal is for 40% HVO fuel usage. Likewise, Lubbers Logistics Group plans for 20% HVO fuel usage in 2026.

ZERO EMISSION VEHICLES

In 2025, AIT acquired two Class 8 EV semi-tractors which operate out of the St. Louis station. These EVs perform local moves and in 2025 they logged 70,000 miles in the St. Louis area.

External fleet initiatives

The company's carriers play a critical role in advancing zero-emission road transportation. Through targeted initiatives and industry coalitions, AIT works with partners to accelerate the deployment, testing and scaling of low- and zero-emission trucking solutions across key markets.

EXPANSION OF EV AND HVO NETWORKS

AIT continued to expand its use of electric vehicles (EVs) and hydrotreated vegetable oil (HVO) across its global road transportation network, integrating these solutions into both regional and long-haul operations. EV deployments have been scaled across key U.S. markets and major international locations, including Shenzhen and Shanghai in China and select European corridors. HVO has been implemented primarily across Europe, including the Netherlands, and in parts of the United States where renewable diesel supply is available.

These efforts are supported by a combination of home delivery programs, port drayage operations, and dedicated freight lanes, enabling the integration of low-emission technologies across multiple shipment types. In 2025, AIT completed 4,976 EV moves and 5,062 HVO moves on heavy-duty tractors, demonstrating continued growth in the adoption of scalable, lower-emission transportation solutions across its network.

CASE STUDY: US EV HOME DELIVERIES

In 2025, AIT continued to scale electric vehicle deployments across key customer programs, completing over **51,000 EV home deliveries**. Activity was concentrated in major U.S. markets including Atlanta, Detroit, Indianapolis, Long Island, N.Y., Minneapolis and New Haven, Conn. These deployments reflect a targeted approach to electrifying high-density home delivery markets, while also demonstrating the ability to integrate EV solutions into existing operations at scale. The distribution of EV activity across multiple regions supports continued expansion of low-emission trucking and provides a foundation for further growth as infrastructure and carrier adoption continue to advance.

CARRIER SUSTAINABILITY AWARD

AIT recognized Griley Air Freight with the Sustainable Carrier Excellence Award for outstanding leadership in advancing lower-emission logistics solutions and strong partnership. The award reflects Griley's significant contribution to sustainability outcomes, including the highest number of electric vehicle movements across AIT's network in 2025 and continued investment in electric trucks and charging infrastructure. This recognition underscores the importance of carrier collaboration in delivering measurable emissions reductions while supporting operational performance and long-term value creation for customers.

Sea transportation

AIT's approach to reducing ocean freight emissions is centered on expanding access to sustainable marine fuel (SMF) and strengthening partnerships across the maritime value chain. The company has developed agreements with multiple ocean carriers to offer SMF solutions, enabling customers to reduce emissions associated with their shipments through book-and-claim or mass balance approaches that provide flexibility across global trade lanes. These solutions build on AIT's broader strategy to integrate lower-emission fuels into existing operations while maintaining service reliability, supported by continued collaboration with carriers to improve fuel transparency, availability and scalability.

In parallel, AIT is advancing ocean decarbonization through industry collaboration, including its participation in the Zero Emission Maritime Buyers Alliance (ZEMBA). Through ZEMBA, AIT contributes to aggregated demand for next-generation marine fuels and supports the development of scalable solutions such as e-fuels, leveraging a book-and-claim model to enable credible, traceable emissions reductions. This approach allows AIT to participate in emerging fuel markets that would be difficult to access independently, while helping to accelerate the broader transition to zero-emission shipping and providing customers with practical pathways to address Scope 3 emissions.

Advancing SAF adoption with United Airlines

AIT collaborated with United Airlines to support the use of sustainable aviation fuel across its air transportation network. United's leadership in SAF procurement and innovation provided an opportunity to participate in SAF programs aligned with the airline's broader decarbonization strategy.

Through this partnership, AIT leveraged a book-and-claim structure to attribute SAF emissions reductions to freight movements without requiring physical fueling on specific routes. This model enables flexibility, scalability and broader participation while accelerating demand for SAF production.

The collaboration with United underscores AIT's strategy of working with leading airline partners to integrate sustainable solutions into its air freight offerings and to support the long-term transition toward lower carbon aviation.

Air transportation

Air freight is a critical component of AIT's global logistics network, providing fast and reliable solutions for time-sensitive shipments. It plays an essential role in serving key vertical markets such as life sciences and technology, where speed, reliability and precision are fundamental to operational success. However, air transportation is more fuel-intensive than other freight modes and carries a higher carbon footprint.

AIT is committed to addressing this challenge by working closely with airline partners and customers to accelerate the adoption of lower-carbon solutions. A core focus of this strategy is the use of sustainable aviation fuel (SAF), a drop-in alternative to conventional jet fuel produced from renewable feedstocks such as used cooking oil and animal fats. SAF can deliver lifecycle greenhouse gas emissions reductions of approximately 80% compared to traditional fossil-based jet fuel.

The company has actively pursued SAF partnerships across its air freight network. These initiatives are enabled through a book-and-claim approach, which allows the environmental attributes of SAF – specifically the associated emissions reductions – to be separated from the physical fuel and allocated to AIT shipments. This mechanism is a critical enabler for scaling SAF use globally, even where physical fuel supply is limited.

In addition to customer and carrier-driven freight programs, AIT also purchased 1,500 mt of CO_2 abatement in SAF to cover a portion of its internal business travel emissions during the year. This reflects the company's commitment to leading by example and addressing emissions across both operational and corporate travel activities.

Through continued collaboration with airline partners, customers and industry stakeholders, the company is advancing lower-carbon air freight solutions while maintaining the speed and reliability required by its global customer base.

Expanding SAF access with Cargolux

AIT collaborated with Cargolux and Microsoft Cloud Logistics to support the use of SAF in its air freight operations, reinforcing a shared vision of reducing emissions from air cargo transportation. This three-year deal will result in an estimated savings of 66,000 tons of CO_2e. The collaboration enabled the allocation of environmental attributes from ISCC EU and ISCC CORSIA-certified SAF to customer shipments through a book-and-claim mechanism, with the transactions recorded on the RSB Registry.

This approach allows the company to support SAF deployment even where physical fuel supply is limited, while maintaining the operational performance and reliability required for global freight movements. By working with a dedicated cargo carrier, AIT expanded SAF participation beyond passenger networks and into core air freight operations, supporting lower carbon solutions for time sensitive and high value shipments.

The collaboration represents an important step in scaling SAF adoption across dedicated freighter networks and broadening access to sustainable air transport options for AIT customers.

Energy and Buildings

Energy and buildings are a key component of AIT's environmental strategy, representing the company's direct operational footprint and a core area for emissions reduction. While the company operates an asset-light model, its global network of facilities provides a clear opportunity to improve energy performance through targeted efficiency measures, renewable energy sourcing, and standardized operating practices.

AIT's approach to energy management focuses on reducing electricity consumption, increasing the use of renewable energy, and improving visibility into facility performance. The company has established long-term targets, including a 20% reduction in electricity intensity on a kWh per square foot basis by 2027 and sourcing 100% renewable energy for facilities by 2030. These efforts are supported by initiatives such as utility data tracking, facility benchmarking and investments in energy efficiency projects, including lighting upgrades, HVAC improvements and energy management systems.

Building performance is addressed through both operational improvements and design standards for new and existing sites. The company incorporates sustainability considerations into facility development by aligning with established frameworks such as LEED and BREEAM while prioritizing energy efficiency, material selection and environmental impact in site selection and construction processes. These standards are designed to improve long-term operational performance while supporting broader environmental objectives.

In parallel, AIT continues to expand the use of renewable energy across its facilities through participation in utility programs and the evaluation of on-site generation opportunities such as solar. Together, these actions demonstrate a practical approach to managing energy use and improving building performance, while working toward measurable reductions in Scope 1 and Scope 2 emissions.

Figure 9: Sustainable features for facilities

1. Assessing potential sites with environmental impact in mind
2. Optimizing energy performance through high-efficiency HVAC systems, lighting, refrigeration and improved insulation
3. Utilizing sustainable and locally sourced construction materials to minimize environmental impact
4. Implementing water conservation strategies including low-flow fixtures and rainwater harvesting systems
5. Enhancing indoor environmental quality with non-toxic materials and improving ventilation
6. Providing outdoor space allowing teammates to connect with nature
7. Conducting commissioning of building to ensure efficient performance
8. Promoting waste reduction and recycling during construction and operation
9. Integrating green spaces and landscaping to support local biodiversity
10. Installing electric vehicle charging stations

Partnering to deliver sustainable logistics solutions in Ireland

The AIT-Dublin location operates in a shared warehouse and office environment in collaboration with a strategic logistics partner. While the infrastructure is managed by the partner, the site reflects AIT's approach of leveraging existing capabilities to support environmental performance. The facility operates under an ISO 14001-certified environmental management system and incorporates sustainability measures such as on-site renewable energy generation through a one-megawatt solar installation, rainwater capture systems, and energy-efficient building technologies including LED lighting.

In addition to facility-level improvements, the site benefits from access to lower-emission transportation solutions offered by the partner, including the use of alternative fuels such as HVO and a mix of electric and compressed natural gas vehicles. This model allows AIT to integrate lower-emission solutions into its operations without direct asset ownership, supporting both operational flexibility and emissions reduction efforts.

This approach is consistent with the company's broader strategy of working with partners to extend sustainable solutions across its network. By leveraging established infrastructure and aligning with partners that prioritize environmental performance, AIT can expand access to lower-carbon logistics options while continuing to improve data visibility and integration into customer-facing sustainability programs.

Waste Management and Recycling

Waste management is an operational consideration across AIT's global network, with implications for cost, efficiency and environmental performance. As customer expectations evolve and disposal constraints shift, improving diversion and recycling practices remains a practical lever to reduce landfill dependence, lower disposal-related emissions, and strengthen day-to-day operational resilience.

In 2025, the company expanded recycling through tailored, site-specific programs at its Chicago and Austin, Texas, facilities, designed to support high-volume warehouse operations and adapted to each location's operating model. At AIT-Austin, recycling was integrated across both office and warehouse environments, supported by consistent collection services and on-site pallet recovery, improving control of packaging materials and separation of recyclable streams. In the Chicago station, the focus was on reinforcing operational processes to ensure materials were routed into appropriate recycling streams, alongside improvements in documentation and consistency of recycling practices in a high-volume environment.

Recycling with AIT Home Delivery UK

AIT Home Delivery in the U.K. continues to prioritize effective waste management and recycling as part of its operational approach, maintaining high levels of material diversion across its network. In 2025, the business achieved a 94% recycling rate, reflecting strong performance in reducing landfill waste and improving the handling of recyclable materials, with a target of reaching 96% in 2026.

To support consistent performance across locations, targeted waste management initiatives have been introduced, including internal campaigns to reinforce recycling practices across depots and standardize processes at the network level. These efforts are focused on improving material segregation, strengthening operational consistency, and supporting continuous improvement in recycling outcomes across high-volume logistics operations.

Climate Change

Climate change presents both a global risk and a defining challenge for the logistics industry. As a transportation intermediary with a significant Scope 3 footprint, AIT recognizes its responsibility to focus action where emissions reductions are most achievable today while building pathways to scale over time. The company's climate strategy prioritizes practical decarbonization across sea, air and road transportation, including expanded use of sustainable aviation fuel, lower-carbon marine fuel solutions, electric vehicle deployment, and network efficiency improvements. Together, these efforts are designed to reduce emissions intensity while continuing to support reliable, resilient global supply chains.

Climate risk assessment

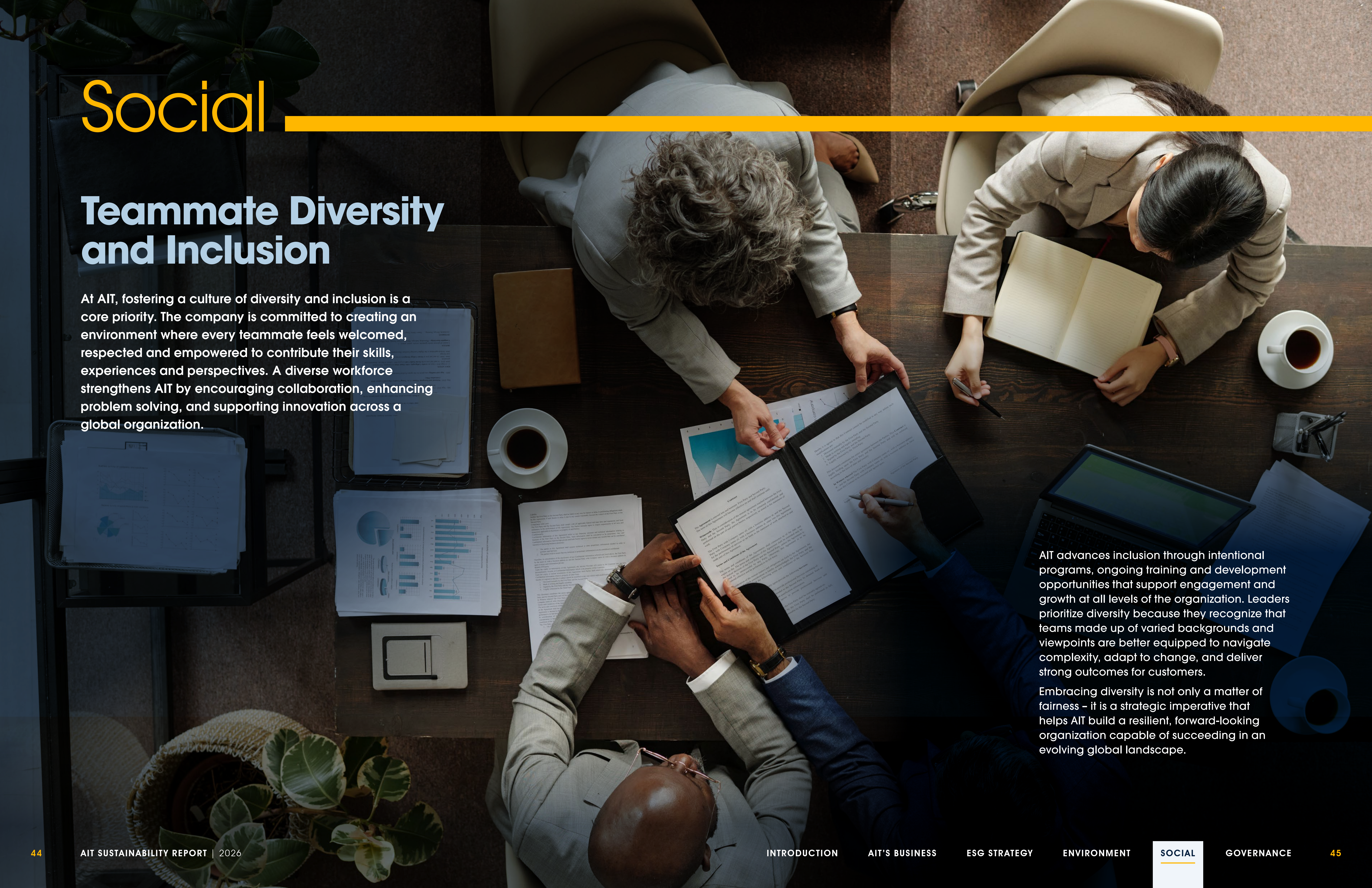
In 2025, AIT prepared a climate risk assessment which analyzed how different climate scenarios may introduce risk and opportunity for business operations and current approval to managing, mitigating and covering these potential impacts. This report was prepared in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The tables below define the company's relevant climate risks, impacts, mitigations and opportunities.

OPPORTUNITY	IMPACT
Competitive advantage (access to new markets)	AIT has positioned itself as a supply chain solutions leader through its proactive approach to developing sustainable logistics solutions, guided by market trends and customer expectations. The company has taken steps to develop more sustainable solutions, including improving energy efficiency at its facilities, procuring low-carbon fuels where applicable, and membership in industry associations. In 2023, AIT joined the Smart Freight Centre, strengthening its commitment to sustainable logistics through collaboration with other industry leaders to advance industry-wide initiatives. Through its commitment, progress and leadership, the company has the opportunity to access new markets and new customers that prefer or require sustainable solutions.
Resource efficiency (energy source)	AIT introduced LEED certification as well as energy-efficient lighting and heating to its facilities alongside efforts to consolidate shipments and increase capacity utilization of freight transportation. These resource efficiency actions can create operational cost savings.
Renewable energy (energy source)	AIT can curtail reliance on traditional fossil fuels by introducing alternative fuels. The company procures sustainable aviation fuel (SAF), sustainable marine fuel (SMF), and leverages renewable diesel for vehicles in California, Europe and the U.K. Likewise, electric vehicle tractors are deployed via partnerships with carriers in Asia, Europe and the U.S. Internally, AIT operates two Class 8 EV tractors in St. Louis, with plans to lease additional battery-powered EVs in the future.

Table 10: Climate risk assessment

CATEGORY	RISK	IMPACT	MITIGATION
Physical risk - acute	**Disruptive weather events**	As part of its risk management approach, AIT completed a risk assessment across its global portfolio of facilities to identify locations with the highest potential exposure to disruptive weather events. Precipitation, drought, heat and hail may adversely affect warehouse operations. These weather events could result in shipment delays or physical impacts on facilities which may lead to increased maintenance requirements, higher operating costs, or additional capital investments. Weather events may impact grid reliability or electricity costs, leading to additional disruption or increased operating costs.	In the event of disrupted warehouse operations, AIT is still able to service customers and move freight by leveraging capacity across its broader warehouse network. The company has generators onsite at its warehouses to support continuous operations during weather events that may impact grid reliability. In addition, corporate teammates have the flexibility to work remotely, if needed.
Transition risk - market	**Customer pressure to decarbonize**	In an accelerated climate-action scenario where customer requirements favor low-carbon solutions, the company may face revenue risk if it is unable to deliver the sustainable solutions that customers require. AIT may incur increases in capital or operating expenses to transition technology or products that address customer requests.	The company monitors market trends and customer expectations to prepare for emerging requirements. AIT takes steps to address potential customer requests through sustainability reporting, public climate targets, and ESG initiatives.
Transition risk - regulatory	**Increasing regulations**	In an accelerated climate-action scenario, where climate regulation increases, AIT may incur additional costs related to asset upgrades, compliance reporting and increased administrative requirements.	AIT's sustainability team has dedicated resources to monitor policy and regulatory changes while also overseeing climate reporting and disclosures. The company maintains documentation and standard operating procedures to comply with current regulations while preparing for emerging regulations.

Table 11: Climate risk assessment



Social

Teammate Diversity and Inclusion

At AIT, fostering a culture of diversity and inclusion is a core priority. The company is committed to creating an environment where every teammate feels welcomed, respected and empowered to contribute their skills, experiences and perspectives. A diverse workforce strengthens AIT by encouraging collaboration, enhancing problem solving, and supporting innovation across a global organization.

AIT advances inclusion through intentional programs, ongoing training and development opportunities that support engagement and growth at all levels of the organization. Leaders prioritize diversity because they recognize that teams made up of varied backgrounds and viewpoints are better equipped to navigate complexity, adapt to change, and deliver strong outcomes for customers.

Embracing diversity is not only a matter of fairness – it is a strategic imperative that helps AIT build a resilient, forward-looking organization capable of succeeding in an evolving global landscape.

Core values

AIT's core values define how the organization operates and are embedded into day-to-day decision-making across its global network. To support consistency and accessibility, these values are translated into more than 15 languages, reinforcing a shared understanding of expected behaviors across diverse teams and regions.

HIGH PERFORMANCE

AIT promotes a culture of continuous improvement, where teammates are encouraged to challenge existing processes, adapt to changing conditions, and pursue better outcomes. This includes taking a structured approach to innovation and maintaining a focus on improving operational performance across workflows and functions.

EARN OUR CUSTOMERS' TRUST

Delivering a consistent and high-quality customer experience remains a priority across the organization. AIT emphasizes proactive communication, solution-oriented engagement, and accountability in execution to support long-term customer relationships and maintain alignment with evolving customer requirements.

VALUE OUR TEAMMATES

AIT fosters a collaborative and inclusive workplace that emphasizes respect, teamwork and open communication. Teammates are supported through development opportunities and recognition programs that reinforce engagement and enable individuals to contribute effectively across the organization.

ENGAGE IN OUR COMMUNITIES

Community engagement is an extension of AIT's core values, with teammates encouraged to participate in initiatives that support local social and environmental priorities. These efforts reflect a broader commitment to contributing positively to the communities where the company operates.

APPLY OUR ETHICS

AIT maintains a focus on ethical business practices and compliance across its operations. Expectations around integrity, accountability and responsible conduct are embedded into policies and day-to-day activities, supporting consistent standards across the global supply chain.

To evaluate how these values are reflected in practice, AIT utilizes the Core Value Index (CVI), a teammate survey designed to assess how effectively core values are experienced across the organization. The CVI measures areas such as interactions between teammates, decision making processes, leadership behaviors and recognition practices, providing insight into the company's culture.

CVI results are used to inform continuous improvement efforts at both the enterprise and regional levels. Leadership reviews results and identifies priority areas for action, including initiatives related to culture, customer experience and teammate development. Regional teams develop localized action plans and provide regular updates to support transparency and accountability.

Labor Practices

AIT is committed to supporting the wellbeing, development and fair treatment of its teammates through a comprehensive framework of policies, programs and guidelines. The AIT Worldwide Logistics Handbook and associated teammate handbooks provide a structured overview of employment conditions, rights and responsibilities, ensuring consistent application of company standards across all regions.

Employee benefits and healthcare

AIT provides a range of benefits designed to support the health, wellbeing and financial security of its workforce. These benefits are outlined in formal documentation, including the Employee Benefits Plan and Benefits Guide, with detailed provisions governed by applicable plan documents and insurance contracts. The framework ensures transparency in benefit structures, eligibility criteria and contributions, supporting teammates throughout their employment lifecycle.

Code of Conduct and ethical standards

AIT's Code of Conduct establishes clear expectations for ethical and lawful behavior across all operations. It serves as a mandatory framework for all teammates, supported by internal policies and procedures outlined in the teammate handbooks. The Code promotes integrity, compliance with applicable laws, and responsible business practices, reinforcing AIT's commitment to accountability and ethical conduct throughout its global operations.

Whistleblower protection and grievance mechanisms

AIT has implemented a formal whistleblowing process to enable confidential reporting of concerns related to ethics, compliance and misconduct. At the core of this framework is the Navex EthicsPoint platform, which serves as AIT's global reporting channel and is accessible to both teammates and external stakeholders.

The EthicsPoint system provides multiple reporting options, including a secure online platform and dedicated hotline numbers across key regions. These channels allow individuals to raise concerns anonymously, where permitted by law, ensuring a safe and accessible mechanism to report potential violations of the Code of Conduct, including unethical behavior by teammates, customers or business partners.

All reports submitted through EthicsPoint are reviewed and managed in accordance with established internal procedures. AIT ensures that reported concerns are assessed objectively and investigated where appropriate, with access to reports restricted to authorized personnel to maintain confidentiality and integrity throughout the process. After reporting an issue, the reporting person can track the progress anonymously.

AIT is committed to protecting individuals who raise concerns in good faith. The whistleblower procedure explicitly prohibits retaliation and provides safeguards to ensure that reporters are protected and anonymous throughout the process.

Workplace respect and anti-harassment

AIT maintains a strict global anti-harassment policy to ensure a respectful and inclusive working environment. The policy prohibits all forms of harassment and discrimination across a wide range of protected characteristics and applies to all individuals involved in AIT's operations. It also includes clear procedures for reporting concerns and explicitly prohibits retaliation against individuals who raise complaints in good faith, ensuring a safe and supportive workplace culture.

Training and Education

AIT recognizes learning and development as a core component of its human capital approach, supporting operational consistency, leadership capability and long-term organizational performance. The company's learning and development framework is designed to align with business priorities while equipping teammates with the skills required to perform effectively in current roles and prepare for future opportunities.

Learning at AIT is structured and continuous, combining technical, operational, leadership and compliance-focused training. Programs are aligned to role-based competencies and individual development plans, with delivery through a mix of instructor-led sessions, e-learning modules, system-based training and structured onboarding pathways. In 2025, AIT recorded an average of 5.56 training hours per teammate globally, with regional distribution of 6.85 hours in North America, 3.00 hours in Europe, and 1.68 hours in Asia, reflecting variations in training deployment and program maturity across regions.

AIT continues to invest in its training infrastructure to improve scalability and consistency across its global network. This includes the transition to an updated Learning Management System, supporting improved data quality, reporting capabilities and visibility into training participation and completion across roles and geographies. Enhanced analytics are expected to strengthen oversight and enable continued refinement of learning programs.

Leadership development remains a focus area within AIT's learning framework. Structured programs support both newly appointed and experienced leaders, combining technical training with practical leadership capabilities such as team management, communication and performance oversight. These programs are designed to reinforce consistent leadership expectations while enabling effective execution at the local level.

Operational training is delivered through standardized global programs that provide a consistent foundation for teammates. These programs combine instructor-led training, hands-on system experience, and role-specific content covering freight forwarding, compliance requirements and business processes. In 2025, 92% of operational new hires completed required operational training, supporting consistent onboarding and alignment with company standards.

Performance and development are supported through structured review processes, with 100% of teammates receiving a career development review. Training metrics are monitored through internal reporting tools and dashboards, enabling AIT to track participation, evaluate outcomes and support continuous improvement in learning and development programs across the organization.

In 2025, AIT launched a mandatory **sustainability training program** to strengthen awareness and accountability across its global workforce. To date, more than **3,400 teammates** have completed the training, which provides a foundational understanding of AIT's sustainability strategy, including the company's climate goals, key initiatives and the role of sustainable logistics in the broader industry. The program also outlines why sustainability is a business priority for AIT and highlights practical ways teammates can contribute within their daily roles. By standardizing knowledge across the organization, the training supports more consistent execution of sustainability initiatives and reinforces a shared responsibility for progress across functions and regions.

Employee Health and Safety

In 2025, AIT strengthened its health and safety performance through disciplined execution and targeted operational improvements. With 143 days lost due to injury, 12 OSHA recordable injuries with zero fatalities, and 67% of stations completing a station safety audit, the organization continued to prioritize safe, consistent work practices across warehouse and office environments. These results reinforce AIT's focus on identifying risk early, standardizing expectations and reinforcing a safety culture that protects teammates while supporting reliable service for customers.

Traffic safety training completion remained a key focus area in 2025, with high participation rates across critical roles supporting safe and consistent operations. AIT achieved 94% completion for forklift operator training (219 of 234 operators), 96% completion for forklift trainer certification (54 of 56 trainers), and 92% completion for safety induction training (1,089 of 1,185 participants). These results reflect a continued emphasis on equipping both new and existing teammates with the skills required to operate safely, reinforcing standardized training expectations and supporting consistent execution across warehouse environments.

Building on this foundation, AIT's new safety initiatives are designed to reduce variability and improve clarity at the station level, streamlining incident reporting procedures across North America, updating forklift training for temporary workers, and expanding general awareness safety training for new hires and temporary warehouse teammates. Together, these measures strengthen reporting integrity, reinforce critical skills, and improve day-to-day hazard awareness, while providing leaders with better visibility into trends and corrective actions. As AIT continues to evolve, the company will maintain a practical, continuous-improvement approach to safety, focusing on prevention, accountability and consistent execution across the network. The implementation of ISO 45001 in Europe follows a step-by-step approach to build an integrated management system (IMS), requiring dedicated resources to harmonize environmental, quality and occupational health and safety practices across the organization.

Employment and talent attraction

AIT utilizes a structured onboarding program to support consistent integration of new teammates across its global operations. The program includes formal orientation, required compliance training, role-specific development, and access to AIT's Learning Management System for training tracking and governance. This approach is designed to promote consistency in expectations, support compliance with internal and regulatory requirements, and enable early engagement across functions and regions.

Training completion is monitored as a key indicator of onboarding effectiveness and operational readiness. In 2025, new hire training completion exceeded 90% in most regions, with several locations achieving full completion. These results indicate that most new teammates are completing required training and are equipped with the foundational knowledge needed to operate safely, compliantly and effectively.

AIT continues to invest in early-career development to support long-term workforce planning and capability building. Structured internship and early-career programs provide exposure to logistics operations through rotational assignments, training modules and defined development pathways. These programs are designed to build foundational skills, support internal mobility, and contribute to the development of future leadership talent across the organization.

Community Engagement

Community engagement is a core component of AIT's social impact approach, reflecting the company's commitment to supporting the communities where it operates.

Earth Month serves as a coordinated global initiative to engage teammates in environmental action aligned with the "protecting the planet" pillar of the company's AIT Cares program. In 2025, AIT expanded participation beyond single-day activities, encouraging teammates across regions to engage in initiatives that support environmental sustainability and local community impact.

In the United States, activities in the Chicago area included tree planting, community cleanups, clothing exchanges, family-focused sustainability events, and e-waste collection efforts. These initiatives supported waste diversion, resource reuse and improved environmental outcomes while strengthening connections between teammates and local communities.

Across the global network, regional teams implemented initiatives aligned with local priorities. In Europe and North America, teams focused on community cleanup activities, supporting local environmental restoration. In India, tree planting initiatives contributed to reforestation, while teams in Asia implemented waste reduction and resource efficiency programs, including efforts to reduce single-use materials, increase e-waste collection, and improve energy efficiency in office environments.

To reinforce engagement, AIT introduced an Earth Week Sustainability Challenge, encouraging teammates to adopt practical actions such as reducing waste, choosing lower-emission commuting options and promoting responsible consumption. Participation in these initiatives was supported through the company's volunteer tracking platform, helping to improve engagement visibility and recognize teammate contributions.

These efforts reflect a consistent approach to community engagement, where local actions are aligned with broader environmental objectives and contribute to measurable outcomes across the organization.

Value Chain Conditions

AIT recognizes that responsible value chain management is critical to mitigating environmental, social and governance (ESG) risks and ensuring sustainable service delivery across the company's asset-light operating model. Given its reliance on a global network of third-party providers, AIT prioritizes collaboration with partners who share its commitment to ethical conduct, regulatory compliance and continuous sustainability improvement.

AIT has established a comprehensive governance framework to guide supplier behavior and ensure alignment with its ESG expectations. The Supplier Code of Conduct defines minimum requirements across key areas including human rights, labor conditions, environmental responsibility and ethical business practices. Suppliers are expected to comply with all applicable laws and internationally recognized standards, including principles outlined in the International Bill of Human Rights and ILO conventions.

AIT reserves the right to assess supplier compliance through documentation reviews or audits and may terminate business relationships in cases of material non-compliance. This approach reinforces accountability and safeguards the integrity of AIT's value chain.

Sustainable procurement

AIT integrates sustainability considerations into procurement and supplier management processes to support responsible sourcing and reduce environmental impacts across its value chain. This approach is supported by formal policies, standardized processes and enhanced evaluation frameworks that enable consistent application of ESG criteria across regions and supplier categories.

Through its Sustainable Vendor Policy, the company has established a structured supplier evaluation process that incorporates sustainability criteria into both onboarding and ongoing supplier monitoring. Suppliers are required to complete standardized questionnaires that include dedicated sections on sustainability practices. Where relevant activities are identified, additional assessments are conducted to evaluate environmental and social performance. These results are used to inform supplier classification, guide procurement decisions, and support targeted engagement aimed at improving supplier performance over time.

AIT continues to strengthen its third-party risk management capabilities through the implementation of digital platforms that support supplier vetting, monitoring and reporting. These tools enhance transparency and provide improved visibility into potential risks, including compliance, operational and reputational considerations. In parallel, AIT has introduced more standardized contracting, onboarding and supplier management processes across key regions, including localized questionnaires and updated compliance frameworks to support consistent application of ESG expectations.

Sustainability is also embedded within category-specific procurement practices. In transportation, the AIT Biofuel Policy establishes requirements for the sourcing, documentation and reporting of alternative fuels, including sustainable aviation fuel (SAF), hydrotreated vegetable oil (HVO) and sustainable marine fuels. This framework supports alignment with recognized standards and ensures that fuel-related initiatives contribute to measurable emissions reductions as part of the company's broader decarbonization strategy.

In addition, sustainability considerations are incorporated into facility-related procurement and investment decisions. The AIT Sustainable Facility Requirements define criteria for new and existing sites, including energy efficiency, waste management, building materials and operational practices. These requirements support a more consistent approach to environmental performance in facilities and contribute to the long-term reduction of the company's operational footprint.

Governance

Business Resiliency and Continuity

Business resiliency and continuity are essential to ensure that a company can respond to change, adapt to disruption, maintain essential functions, and recover quickly from operational setbacks during unforeseen events or crises. AIT is committed to identifying and managing risks associated with social, environmental, public health and economic challenges as part of business model planning and enterprise risk management.

Recent developments affecting the global logistics and supply chain industry – including geopolitical uncertainty, evolving trade policies and tariffs, changes to sourcing strategies, and increased frequency of extreme weather events – have created new and often unpredictable challenges for companies operating across borders. These dynamics can disrupt transportation networks, alter trade flows, and impact customers' ability to move goods reliably and efficiently.

In this context, mitigating risks from events such as cyberattacks, natural disasters, regulatory changes and supply chain reconfiguration is critical for logistics providers. AIT's focus on resiliency helps ensure the company remains a dependable, low-risk partner – capable of maintaining service continuity, adapting to changing customer and regulatory requirements, and supporting uninterrupted supply chains even amid volatility.

Business continuity plan

AIT maintains a structured approach to business continuity to support operational resilience and minimize disruption across its global network. The company's Business Continuity Plan (BCP) is designed to preserve critical operations and maintain service continuity for customers in the event of disruptions, supported by coordinated input from operations, systems and risk management functions.

The BCP establishes defined procedures for incident response, recovery and restoration of key activities, enabling a consistent and controlled approach across regions. Preventive measures are incorporated to strengthen preparedness, while response protocols support timely escalation and coordinated action during disruption events.

AIT's approach to business continuity is centered on protecting teammates, maintaining operational stability, and delivering consistent service outcomes. Key priorities include ensuring teammate safety during emergency situations, minimizing operational interruptions, and enabling efficient recovery of critical functions. Clear governance structures and defined roles support decision making, reduce uncertainty and improve communication during disruption events.

These measures support a practical, continuous improvement approach to resilience, strengthening AIT's ability to respond effectively to evolving risks while maintaining reliable operations for customers.

Business ethics and compliance

AIT's approach to business ethics and compliance is centered on maintaining consistent standards of conduct, supporting regulatory adherence, and managing risks across global operations. The company has established policies, controls and governance processes designed to guide ethical behavior and ensure compliance with applicable laws and regulations in the markets where it operates.

This framework includes a structured approach to regulatory compliance, with ongoing monitoring of legal and trade requirements relevant to global logistics. AIT engages with regulatory developments to maintain alignment with evolving obligations and integrates these considerations into operational processes. These practices support risk mitigation, strengthen accountability and contribute to consistent governance across the organization and its value chain.

Training and awareness are core components of the company's compliance program. Teammates participate in regular training covering topics such as antitrust, anti-boycott, anti-bribery, sanctions and embargo requirements, supporting a consistent understanding of compliance expectations across regions and functions.

Performance against key compliance indicators remains a focus area. In 2025, AIT maintained 100% compliance with applicable sanctions and embargo laws, rules and regulations. In addition, more than 94% of teammates completed required training related to antitrust, anti-boycott and anti-bribery practices. These results reflect continued emphasis on reinforcing ethical standards and supporting consistent application of compliance requirements across the organization.

Sustainable investments and growth

Sustainable investments and growth focus on expanding the company's entrepreneurial influence while maintaining responsible, ethical and transparent corporate development. This approach encompasses mergers and acquisitions that are executed with sustainability considerations embedded into decision making, ensuring long-term value creation for customers, teammates, partners and communities.

AIT applies an enterprise-wide sustainability due diligence request list when evaluating acquisitions and major investments. This process is designed to assess sustainability and ethical integrity across key areas, including fleet composition, environmental management practices, sustainability commitments, facility performance and governance structures. These criteria help ensure that growth activities align with AIT's values and sustainability strategy.

This approach was applied in the 2025 acquisition of Krupp Trucking, a St. Louis-based transportation provider specializing in high-value goods. Through this acquisition, AIT expanded its road transportation capabilities while also strengthening its lower-emission transport footprint by adding two Class 8 electric semi-tractors to the company fleet. These electric trucks are now operating on local routes in the St. Louis metropolitan area, supporting daily operations while reducing tailpipe emissions for short-haul movements.

Operational Excellence

Operational excellence at AIT is grounded in a structured Quality Management System (QMS) that supports consistent service delivery, regulatory compliance and continual improvement across global operations. The QMS is designed to ensure AIT can reliably meet customer, statutory and regulatory requirements while proactively identifying risks and opportunities associated with complex, cross-border supply chains.

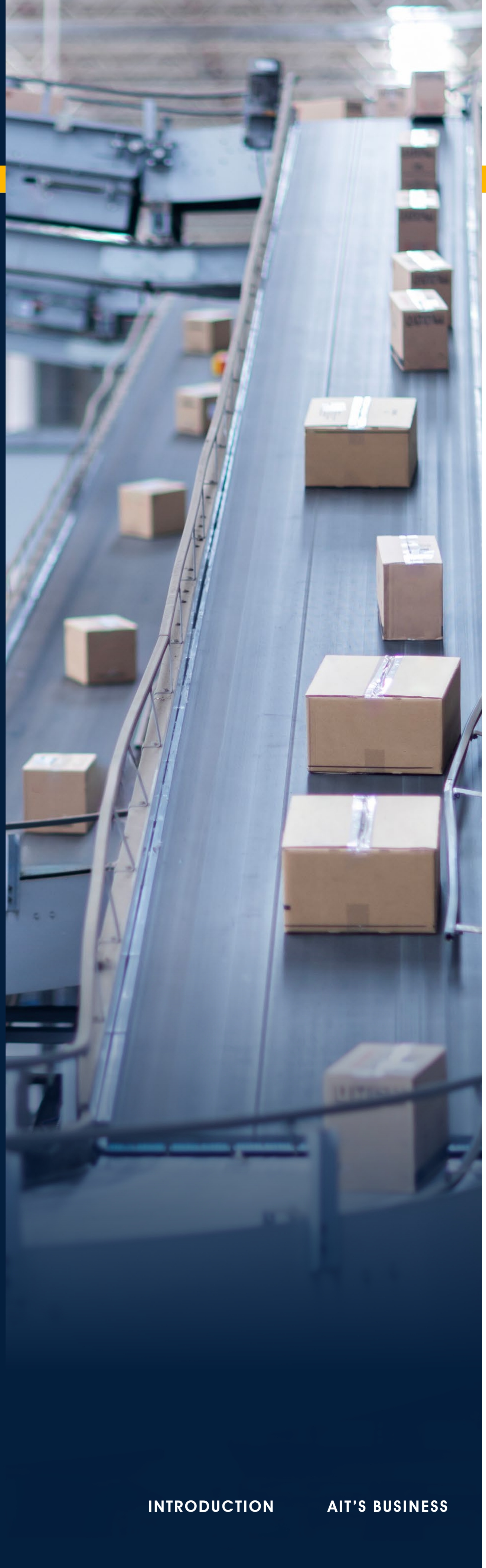
The company's management systems provide a common operational framework across regions and business units, reinforcing standardized processes, accountability and performance monitoring. These systems support continuous improvement in freight forwarding operations, technology integration, security and service execution – enabling AIT to scale while maintaining high service quality and customer trust.

This disciplined approach is demonstrated through real-world execution across industries, where operational rigor, risk management and cross-functional coordination are critical.

International Organization for Standardization (ISO)

The 2025 updates to ISO standards introduce stronger expectations for organizations to integrate sustainability, quality and governance into their core management systems. ISO 14001:2026 emphasizes a broader environmental context, including climate, biodiversity and resource availability, while increasing leadership accountability and introducing structured change management processes to assess environmental impacts. Supported by expanded implementation guidance, ISO 9001:2026 will focus on strengthening quality culture, ethical behavior, risk and opportunity management, and incorporating climate considerations.

In parallel, the step-by-step implementation of ISO 45001 in Europe aims to establish an integrated management system (IMS), requiring dedicated resources to align environmental, quality and occupational health and safety practices across the organization. As of 2025, ISO certification coverage across AIT's global network includes 37% of stations certified to ISO 14001, 40% certified to ISO 9001, and 14% certified to ISO 45001.



CASE STUDY:

Secure, traceable, sustainable technology transport

OPPORTUNITY

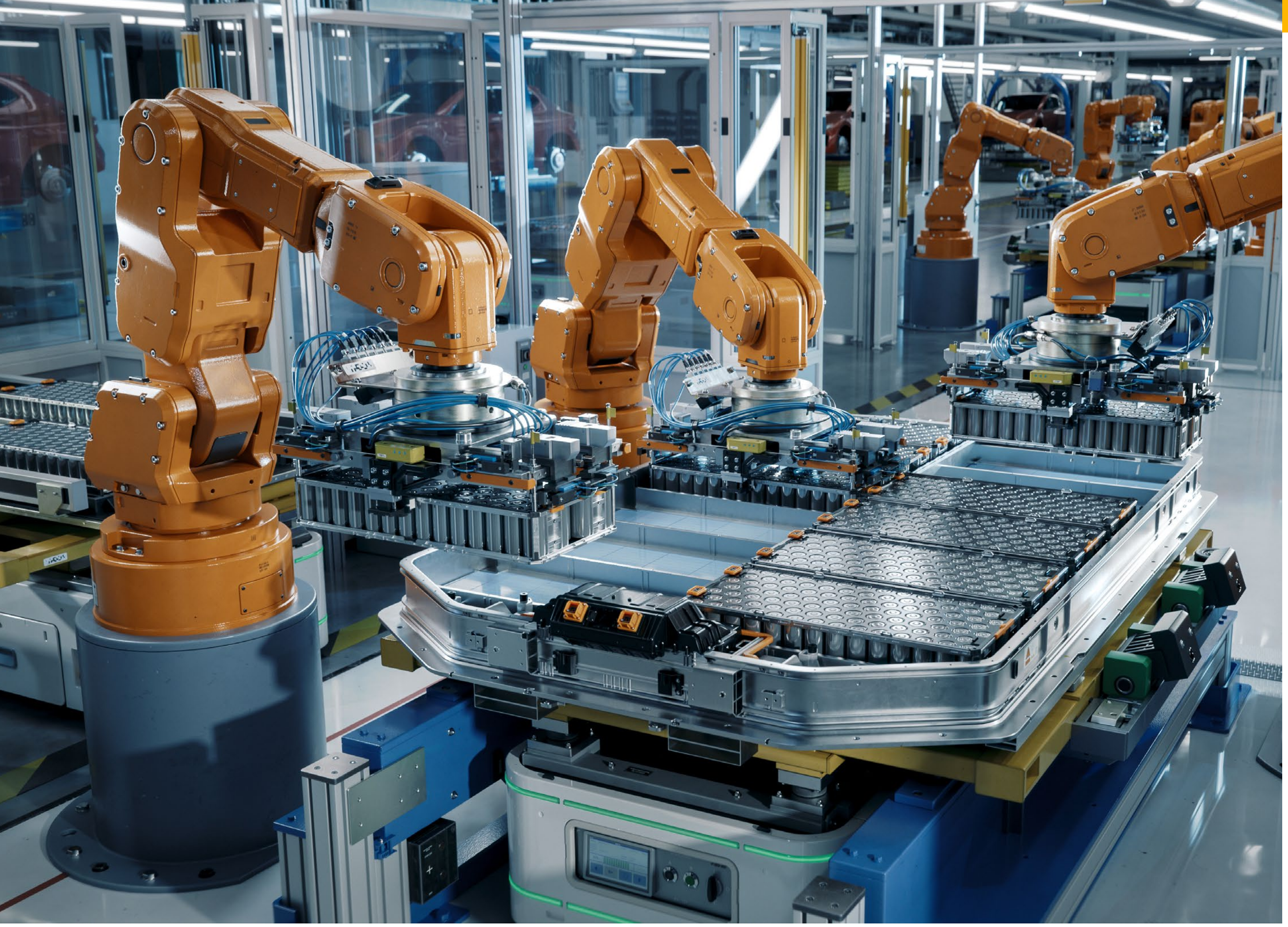
A global telecommunications company experienced significant losses due to theft of high-value devices, particularly within small-parcel sorting networks. The customer required a solution that would reduce risk while maintaining delivery reliability and scalability.

SOLUTION

Building on its established operational controls and security governance, AIT implemented a customized final-mile distribution model using secure, reusable transport crates with GPS tracking and real-time monitoring. The solution incorporated controlled routing, enhanced delivery protocols, and continuous oversight through AIT's technology logistics control tower, supported by regular reviews and continuous-improvement processes.

OUTCOME

The pilot program eliminated theft during the test period and established a scalable, auditable distribution model that strengthened operational control while also reducing reliance on disposable packaging.



CASE STUDY:

End-to-end logistics for advanced battery manufacturing expansion

OPPORTUNITY

A Tier 1 automotive supplier expanding lithium-ion battery production required the cross-border relocation of high-value, oversized manufacturing equipment on a tightly coordinated timeline. Any delays posed risks to installation schedules and production ramp-up.

SOLUTION

Operating within its standardized quality management system, AIT delivered an integrated logistics solution that included on-site surveys, custom-engineered packaging, international freight coordination, and specialized inland transport planning. Regional teams collaborated closely to manage risks, ensure visibility and maintain alignment with the customer's operational and sustainability priorities.

OUTCOME

The project was executed in line with schedule and quality expectations, demonstrating AIT's ability to manage complex industrial moves with consistency, control and disciplined execution across regions.

CASE STUDY:

Demand-driven European clinical trial logistics

OPPORTUNITY

A pharmaceutical company conducting clinical trials across Europe required a logistics partner capable of managing sensitive medical equipment, variable site demand, strict handling requirements, and post-trial equipment retrieval – while maintaining high service reliability and regulatory compliance.

SOLUTION

AIT applied its established operational controls and standardized processes to implement a centralized, demand-driven logistics model. The solution included European warehousing, specialized handling protocols, real-time tracking, and coordinated final-mile delivery and retrieval, supported by structured monitoring and continuous process improvement.

OUTCOME

The program delivered consistent execution across multiple countries, supporting clinical trial timelines while maintaining visibility, control and operational discipline throughout the lifecycle of the equipment.

Cybersecurity

AIT's information security management group (ISMG) comprises key executives from various areas of the business. The information security officer leads monthly ISMG meetings to discuss emerging threats and risks facing the company.

A core aspect of the security program is a risk register: measuring known risks to the company's mission, objectives and obligations while considering the likelihood of those risks occurring. The ISMG shares the overall risk score with AIT's board of directors quarterly, demonstrating consistent improvements. Teammates are required to complete annual information security training on topics such as phishing, insider threats, ransomware, social engineering and malware. The company conducts quarterly phishing email tests to assess individuals' ability to identify malicious links and attachments. Security awareness training is also included in the new hire onboarding process.

Each October, AIT promotes Cybersecurity Awareness Month with weekly emails covering topics related to protecting company and personal data. As new threats emerge, the information technology group periodically sends emails about changes in the security landscape. Data security posters displayed in offices reinforce these topics. Additionally, the team collaborates with a third-party security group to stay informed on the latest security news and bulletins, ensuring the organization follows best security practices. The third-party security group acts as an extension of the company's security team and the two groups meet weekly to discuss continuous improvements to the overall security program.

As AIT continues to grow, it is essential to monitor IT risks consistently, evaluating any new threats that recently acquired entities may pose to the parent organization's ability to serve its customers effectively. A stringent onboarding process for acquisitions ensures that any technology integrated into the network meets the organization's security standards and that no residual threats remain within the acquired company's infrastructure.

Marine Logistics

AIT's marine logistics team is a specialized group focused on delivering end-to-end logistics solutions tailored to the maritime and offshore industries. A strong global network and deep industry expertise supports shipping companies, ship managers and offshore operators by ensuring timely and efficient movements of critical parts, equipment and supplies. The group includes three AIT companies: Marinetrans, Priano Marchelli and Ship Spares Logistics.

Greenhouse gas emissions

SCOPE 1 – DIRECT EMISSIONS

Direct emissions are primarily related to the use of fuel for the group's own fleet, including trucks, vans and barges. Other activities included in this category are warehouse assets, company-owned or leased vehicles, and two facilities that use natural gas for heating. The total greenhouse gas emissions associated with Scope 1 activities in 2025 were 1,347.4 tons of CO_2e.

SCOPE 2 – PURCHASED ELECTRICITY

This category covers the electricity used across facilities for power, lighting and heating, as well as the consumption associated with electric company vehicles. Renewable electricity is used to power facilities, which reduces environmental impact. In total, market-based Scope 2 emissions amounted to 280.1 tons of CO_2e in 2025.

SCOPE 3 – SUPPLY CHAIN

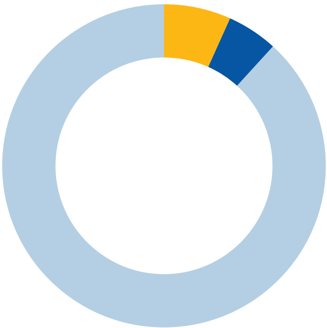
Most emissions within the group's supply chain are associated with the transportation of shipments managed on behalf of customers. These emissions amounted to 75,096.3 tons of CO_2e for 2025. The majority (92%) of transport emissions are attributable to air freight.

Other activities included in the emissions inventory include business travel and teammate commuting, which account for 1,056.5.0 tons of CO_2e and 1,090.5 tons of CO_2e, respectively.

Energy transition

The marine logistics group is committed to supporting the global transition to a low-carbon economy by actively reducing the environmental impact of its energy use. A key element of this commitment is the approach to sourcing renewable electricity, which is procured for facilities through direct contracts with local energy suppliers. In locations where direct procurement is not available, renewable electricity is secured by sourcing Energy Attribute Certificates (EACs). In 2025, renewable electricity share increased to 68.9%, compared to 27.3% in the previous year.

The group is also actively committed to reducing emissions from its company vehicle fleet by transitioning to electric vehicles and adopting alternative fuels where appropriate. For heavy-duty transport, including trucks and barges, the team is assessing and advancing the use of alternatives like hydrotreated vegetable oil (HVO) as a lower-carbon substitute for conventional fuels. These initiatives are helping to progressively reduce direct emissions and advance the transition toward a more sustainable and low-carbon logistics operation.



Road
2,853.6 tons of CO_2e

Sea
3,390.3 tons of CO_2e

Air
68,841.0 tons of CO_2e

Practical solutions for emission reduction in marine logistics

A sustainable supply chain relies on strong collaboration among all parties involved. AIT's marine logistics group actively engages with carriers, logistics partners and industry stakeholders to reduce the environmental impact of transporting critical vessel components across global networks. This coordinated approach enables the integration of sustainability considerations into daily operations without compromising the responsiveness required in the maritime sector.

Consolidation opportunities

Consolidation opportunities are actively offered to help customers reduce both costs and environmental impact within their logistics operations. Combining multiple shipments into fewer, more efficient transport movements optimizes load factors and minimizes empty space. This approach not only improves transport efficiency but also contributes to a reduction in overall CO_2 emissions.

European road feeder service is an example of a consolidation solution. Local suppliers of ship spares deliver their orders to company origin hubs where shipments from various suppliers are combined into one consolidated shipment which is then transported to main hubs in the Netherlands. From there, the orders are re-consolidated into separate shipments, each assigned to a designated vessel.

Biofuel solutions

Biofuels are increasingly recognized as a practical solution for reducing emissions in transport, particularly in sectors where "zero-emission" alternatives are not yet widely available. These fuels are produced from renewable, waste and residue feedstocks, which can significantly reduce emissions compared to conventional fossil fuels.

The team actively collaborates to develop and offer biofuel solutions aimed at lowering the environmental impact of the transportation of ship spares. To improve the accessibility of transport options based on biofuels, flexible allocation mechanisms such as the book-and-claim method and the mass balance approach are used. This enables customers to benefit from the environmental advantages of sustainable fuels, such as HVO and sustainable aviation fuel, without requiring the physical use of these fuels on each individual shipment. By applying this approach, customers can reduce their Scope 3 emissions in a practical and scalable way, while simultaneously supporting the broader adoption and production of sustainable fuels.

2025 Sustainability Factbook

All data relates to the period from Jan. 1 to Dec. 31. GHG emissions are measured in metric tons. The calculation method is based on GHG Protocol, GLEC Framework 3.1, ISO 14083. Offsetting is not included. All currency data are in USD$.

CORPORATE CARBON FOOTPRINT 2025

METRIC	UNIT	GLOBAL 2024	GLOBAL 2025
Facilities worldwide	count	170	174
Revenue	$	2.598B	3.56B
Emissions			
Scope 1 (CO_2e)	tCO_2e	15,242.93*	18,826.59
Scope 2 (CO_2e)	tCO_2e	12,982.62	9,213.06
Scope 3 (CO_2e)	tCO_2e	1,193,972.00	1,657,056.85
Air transport	%	75.00	79.00
Ocean transport	%	10.00	9.00
Road transport	%	15.00	12.00
Intensity			
CO_2e per headcount	tCO_2e	8.3	6.14
CO_2e per ft	tCO_2e	0.006	0.003
Energy consumption			
Electricity consumption	kWh	26,633,169.00	17,816,744.00†
Renewable	kWh	5,119,419.00	3,921,389.02
District heating	kWh	21,053,624.00	15,901,595.81†
Fuel consumption (own vehicles)	kWh	53,476,537.72	74,141,649.88

ALTERNATE ENERGY USAGE 2025	UNIT	TCO_2E AVOIDED	% OF CONVENTIONAL EMISSIONS
Sustainable aviation fuel‡	tCO_2e	67,607.64	5.13%
Sustainable aviation fuel§	tCO_2e	1,500.00	55.00%
Sustainable marine fuel‡	tCO_2e	539.00	0.37%
HVO in own fleet‖	tCO_2e	526.00	2.91%

TOTAL BIOGENIC EMISSIONS 2025	UNIT	2025
of which Scope 1	tCO_2e	1,710

PURCHASED EACS 2025	UNIT	2025
Total	kWh	556,000.00

* Originally reported as 21,065.54 tCO_2e; adjusted after finding a fuel data conversion error
† The reduction in reported energy consumption was largely driven by improved primary data availability, which enhanced data accuracy and reduced reliance on estimated consumption values
‡ Applied via book and claim; certified by ISCC Corsia and ISCC EU
§ To reduce corporate travel emissions
‖ Applied via mass balancing in company fleet

SCOPE 1 EMISSIONS BY REGION

tCO_2e

EUROPE 2024	EUROPE 2025	ASIA PACIFIC 2024	ASIA PACIFIC 2025	INDIA AND MIDDLE EAST 2024	INDIA AND MIDDLE EAST 2025	NORTH AMERICA 2024	NORTH AMERICA 2025
13,518.95	14,762.22	263.64	313.33	59.67	22.34	7,223.29	3,728.71

SCOPE 2 EMISSIONS BY REGION

tCO_2e

EUROPE 2024	EUROPE 2025	ASIA PACIFIC 2024	ASIA PACIFIC 2025	INDIA AND MIDDLE EAST 2024	INDIA AND MIDDLE EAST 2025	NORTH AMERICA 2024	NORTH AMERICA 2025
4,602.53	2,845.71	283.96	594.88	187.99	135.31	7,908.15	6,248.64

EMPLOYEE METRICS 2025

Data request based on status of 12/31/2025

WORKFORCE (2-7A)	METRIC	GLOBAL	NORTH AMERICA	EU	IMEA	ASIA
Total employees	Headcount	4,563	1,998	1,900	121	544
male	Headcount	2,908	1,155	1,407	87	259
female	Headcount	1,655	843	493	34	285
FTE	Headcount	4,419	1,963	1,799	121	536
male	Headcount	2,839	1,134	1,360	87	258
female	Headcount	1,580	829	439	34	278
Part-time	Headcount	144	35	101	0	8
male	Headcount	69	21	47	0	1
female	Headcount	75	14	54	0	7

ETHNIC GROUPS	METRIC	NORTH AMERICA
AIT North America ONLY	Headcount	1,953
American Indian/Alaskan Native	Headcount	5
Asian	Headcount	118
Black/African American	Headcount	293
Hispanic or Latino	Headcount	525
Native Hawaiian or Other Pacific Islander	Headcount	21
Two or more nationalities	Headcount	49
White/Caucasian	Headcount	942

EMPLOYMENT TYPE (2-7B)	METRIC	GLOBAL	NORTH AMERICA	EU	IMEA	ASIA
Permanent	Headcount	4,558	1,998	1,896	121	543
male	Headcount	2,905	1,155	1,404	87	259
female	Headcount	1,653	843	492	34	284
Temporary	Headcount	5	0	4	0	1
male	Headcount	3	0	3	0	0
female	Headcount	2	0	1	0	1

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (405-1AI.-III.)	METRIC	GLOBAL	NORTH AMERICA	EU	IMEA	ASIA
Leadership	%	**23.9%**	**26.3%**	**20.6%**	**20.7%**	**27.6%**
<30 years	%	**8.0%**	**6.8%**	**10.4%**	**0.0%**	**2.9%**
male	%	71.2%	82.3%	71.7%	0.0%	0.0%
female	%	28.8%	17.6%	28.3%	0.0%	2.9%
30-50 years	%	**28.3%**	**27.9%**	**27.2%**	**25.0%**	**33.2%**
male	%	65.0%	63.0%	78.5%	60.0%	43.8%
female	%	35.0%	37.0%	21.5%	40.0%	56.2%
>50 years	%	**26.3%**	**31.1%**	**18.5%**	**62.5%**	**33.3%**
male	%	78.5%	73.5%	91.5%	80.0%	69.2%
female	%	21.5%	26.5%	8.5%	20.0%	30.8%

EMPLOYEES PER CATEGORY (405-1B I.-III.)	METRIC	GLOBAL	NORTH AMERICA	EU	IMEA	ASIA
<30 years	%	18.1%	12.5%	23.3%	26.4%	18.8%
White collar	%	79.7%	81.2%	73.8%	26.4%	95.1%
male	%	53.0%	53.2%	58.3%	71.9%	28.9%
female	%	47.0%	46.8%	41.7%	28.1%	71.1%
Blue collar	%	20.3%	18.8%	35.6%	0.0%	4.9%
male	%	89.3%	93.6%	87.1%	0.0%	4.9%
female	%	10.7%	6.4%	12.9%	0.0%	0.0%
30-50 years	%	53.5%	54.7%	47.6%	66.1%	66.9%
White collar	%	83.6%	86.0%	74.8%	100.0%	94.8%
male	%	54.3%	49.5%	64.8%	70.0%	42.9%
female	%	45.7%	50.5%	35.2%	30.0%	57.1%
Blue collar	%	16.4%	14.0%	25.2%	0.0%	5.2%
male	%	91.5%	88.9%	93.0%	0.0%	94.7%
female	%	8.5%	11.1%	7.0%	0.0%	5.3%
>50 years	%	27.5%	32.8%	27.0%	6.6%	14.3%
White collar	%	71.2%	83.5%	55.6%	100.0%	67.9%
male	%	61.4%	54.7%	72.6%	87.5%	66.0%
female	%	38.6%	45.3%	27.4%	12.5%	34.0%
Blue collar	%	28.8	16.5%	44.4%	0.0%	32.1%
male	%	97.5	94.4%	98.7%	0.0%	100.0%
female	%	2.5	5.6%	1.3%	0.0%	0.0%

EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (404 -3 A.)	METRIC	GLOBAL
White collar	%	100
Blue collar	%	100

NEW HIRES 2025 (401-1A)	METRIC	GLOBAL	NORTH AMERICA	EU	IMEA	ASIA
Age group <30	headcount	439	138	222	16	63
male	headcount	267	93	143	9	22
female	headcount	172	45	79	7	41
Overall rate	%	**31.90%**	**23.80%**	**37.80%**	**45.70%**	**36.40%**
Age group 30-50	headcount	680	319	256	13	92
male	headcount	422	188	173	12	49
female	headcount	258	131	83	1	43
Overall rate	%	**49.40%**	**54.90%**	**43.50%**	**37.10%**	**53.20%**
Age group >50	headcount	248	124	106	2	16
male	headcount	164	81	71	2	10
female	headcount	84	43	35	0	6
Overall rate	%	**18.00%**	**21.30%**	**18.00%**	**5.70%**	**9.20%**

EMPLOYEE TURNOVER (401-1B)	METRIC	GLOBAL	NORTH AMERICA	EU	IMEA	ASIA
Age group <30	headcount	183	78	89	1	15
male	headcount	116	45	64	0	7
female	headcount	67	33	25	1	8
Overall retention rate	%	**81.50%**	**75.10%**	**83.10%**	**95.80%**	**87.80%**
Age group 30-50	headcount	344	165	132	5	42
male	headcount	195	89	81	3	23
female	headcount	149	76	51	2	19
Overall retention rate	%	**87.50%**	**86.70%**	**87.40%**	**91.10%**	**89.70%**
Age group >50	headcount	176	104	59	4	9
male	headcount	121	66	46	3	6
female	headcount	55	38	13	1	3
Overall retention rate	%	**87.90%**	**86.60%**	**89.90%**	**55.60%**	**89.50%**

NEW HIRES TURNOVER (401-1)	METRIC	GLOBAL	NORTH AMERICA	EU	IMEA	ASIA
Left within their first year	%	15.00%	15.00%	15.80%	5.70%	13.90%
New Hire turnover rate	%	15.00%	15.00%	15.80%	5.70%	13.90%

TRAINING METRICS 2024

METRIC	UNIT	GLOBAL	EUROPE	ASIA-PACIFIC	IMEA	NORTH AMERICA
Total training hours	Hours	9,549	1,115	468	26	7,939
Headcount	Headcount	2,633	434	228	19	1,804
Average hours per head	Hours	3.63	2.57	2.05	1.37	4.4
Global compliance training	Hours	4,508	591.83	159.6	12.65	3,745
Health and safety training	Hours	697	56.25	22.82	-	618
Driver training	Hours	545	-	-	-	545

TRAINING METRICS 2025

METRIC	UNIT	GLOBAL	EUROPE	ASIA-PACIFIC	IMEA	NORTH AMERICA
Total training hours*	Hours	28,600	4,480	1,350	250	18,500
Headcount	Headcount	4,563	1,900	544	121	1,998
Average hours per head	Hours	6.27	2.36	2.48	2.07	9.26
Global compliance training	Hours	5,565	1,780	30	110	3,645
Health and safety training	Hours	4,617	580	310	27	3,700
Driver training	Hours	N/A	-	-	-	-

* 4,020 hours could not be allocated to a region

GRI CONTENT INDEX

GRI STANDARD/ DISCLOSURE 2025	DISCLOSURE NAME	COMMENT	PAGE REFERENCE
GRI 2: General Disclosures 2021			
2-1	Organizational details	Global headquarters: AIT Worldwide Logistics, Inc., Itasca IL, USA	
2-2	Entities included in reporting	See Factbook and data; 54 entities included	Pages 78-83
2-3	Reporting period, frequency, contact	Jan 1 – Dec 31, 2025; yearly; sustainability@aitworldwide.com	
2-4	Restatements of information	We follow the continuity approach in reporting. If adjustments to information were necessary nevertheless, these are transparently marked and explained directly in context.	
2-5	External assurance	No external assurance (planned future)	
2-6	Activities, value chain	Logistics; global freight forwarding + services	Page 8, page 13
2-7	Employees	Factbook social metrics section	Page 52
2-9	Governance structure	Governance structure and composition	Page 24
2-12	Highest governance oversight	Governance + DMA	Governance structure, page 24; DMA, page 14
2-14	Governance role in reporting	Governance + DMA	Governance structure, page 24; DMA, page 14

GRI STANDARD/ DISCLOSURE 2025	DISCLOSURE NAME	COMMENT	PAGE REFERENCE
GRI 2: General Disclosures 2021 (cont.)			
2-22	Strategy	Welcome message + holistic strategy	Welcome message, page 5; Holistic strategy, page 26
2-23	Policy commitments	Labor practices + business ethics	Labor practices, page 48; Business ethics, page 58
2-24	Embedding policies	Labor + ethics implementation	Labor practices, page 48; Business ethics, page 58
2-27	Compliance with laws	Business ethics and compliance	Page 58
2-28	Membership associations	Stakeholder engagement and partnerships	Pages 19-21
2-29	Stakeholder engagement	Stakeholder engagement and partnerships	Page 18
GRI 3: Material Topics 2021			
3-1	Process to determine topics	Double materiality assessment	Page 14
3-2	List of material topics	DMA results	Page 16
3-3	Management of topics	DMA + strategy + core values	DMA, page 14; Strategy, page 26; Core values, page 46
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated	AIT business overview	Page 8
201-2	Financial risks climate	DMA + climate change	DMA, page 14; Climate change, page 42
GRI 205: Anti-corruption 2016			
205-2	Communication/ training anti-corruption	Business ethics + supplier code	Business ethics, page 58; Supplier code, page 54
GRI 302: Energy 2016			
302-1	Energy consumption (internal)	Factbook; CCF 2025	Page 69
302-2	Energy consumption (external)	Factbook; CCF 2025	Page 69
302-3	Energy intensity	Factbook; CCF 2025	Page 69

GRI STANDARD / DISCLOSURE 2025	DISCLOSURE NAME	COMMENT	PAGE REFERENCE
GRI 305: Emissions 2016			
305-1	Scope 1 emissions	Factbook; CCF 2025	Page 69
305-2	Scope 2 emissions	Factbook; CCF 2025	Page 69
305-3	Scope 3 emissions	Factbook; CCF 2025	Page 69
305-4	GHG intensity	Factbook; CCF 2025	Page 69
GRI 401: Employment 2016			
401-1	New hires and turnover	Factbook, Social data	Page 73
GRI 403: Occupational Health and Safety 2018			
403-1	OHS management system	Employee health and safety	Page 52
403-2	Hazard identification	Safety + NCR-CAPA	Page 52
403-3	Occupational health services	Safety	Page 52
403-5	OHS training	Factbook data	Page 74
GRI 404: Training and Education 2016			
404-1	Average training hours	Factbook data	Page 74
404-2	Skills development programs	Training + education	Page 50
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of employees	Factbook data	Page 72
GRI 408: Child Labor 2016			
408-1	Risk of child labor	Labor + supplier code	Labor, page 48; Supplier code, page 54
GRI 409: Forced Labor 2016			
409-1	Risk of forced labor	Labor + supplier code	Labor, page 48; Supplier code, page 54
GRI 413: Local Communities 2016			
413-1	Community engagement	Community engagement	Page 53
GRI 418: Customer Privacy 2016			
418-1	Customer privacy breaches	No substantiated complaints	N/A

ENTITIES INCLUDED IN REPORTING

LEGAL ENTITIES	
AIT Worldwide Logistics, Inc.	AIT Worldwide Logistics Vietnam Company Ltd.
AIT Home Delivery UK Ltd.	Best Global Logistics B.V.
AIT Home Delivery, LLC	Freight Empire S.A.S.
AIT Truckload Solutions, Inc.	Global Transport Solutions Holdings B.V.
AIT TW Worldwide Logistics, Ltd.	Lubbers (UK) Ltd
AIT Worldwide Logistics (Canada), Inc.	Lubbers Benelux B.V.
AIT Worldwide Logistics (Shanghai) Ltd.	Lubbers Denmark ApS
AIT Worldwide Logistics (UK) Ltd.	Lubbers Germnay GmbH
AIT Worldwide Logistics B.V.	Lubbers Global Freight B.V.
AIT Worldwide Logistics Belgium N.V.	Lubbers Italy SRL
AIT Worldwide Logistics Czech Republic s.r.o.	Lubbers Romania srl
AIT Worldwide Logistics Germany GmbH	Lubbers UK Ltd.
AIT Worldwide Logistics India Private Ltd	Mach 2 Pharmafreight B.V.
AIT Worldwide Logistics Ireland Limited	Marinetrans AS
AIT Worldwide Logistics Italy SRL	Marinetrans China Co., Ltd
AIT Worldwide Logistics Korea LLC	Marinetrans Germany GmbH
AIT Worldwide Logistics Ltd.	Marinetrans Greece I.K.E.
AIT Worldwide Logistics Malaysia Sdn. Bhd.	Marinetrans Holding AS
AIT Worldwide Logistics Marine (S) Pte. Ltd.	Marinetrans Japan Co Ltd
AIT Worldwide Logistics Norway AS	Marinetrans Korea Co Ltd
AIT Worldwide Logistics Poland sp. z.o.o.	Marinetrans Singapore Pte Ltd
AIT Worldwide Logistics S de RL de CV	Marinetrans USA, LLC
AIT Worldwide Logistics SARL	Priano Marchelli SpA
AIT Worldwide Logistics Singapore Pte Ltd	Priano Marchelli USA, LLC
AIT Worldwide Logistics Switzerland AG	SEL Holdings, LLC
AIT Worldwide Logistics Transport Limited Sti.	Ship Spares Logistics B.V.
AIT Worldwide Logistics UAE B.V.	ShipSpare Forwarde Marinetrans Pvt, Ltd.

CERTIFICATIONS

GROUP	LEGAL ENTITY*	STATION ADDRESS	COUNTRY	ISO 9001	ISO 14001	ISO 45001
APAC	AIT Worldwide Logistics (Shanghai) Company Limited	Room 1006-10, Ruifeng International, No 248, Yangshupu Road, Shanghai, China	China	Yes	Yes	Yes
APAC	AIT Worldwide Logistics (Shanghai) Company Limited Guangzhou Branch	Room 2602-2, No. 83 Pazhou Avenue, Haizhu District, Guangzhou, China	China	Yes	Yes	Yes
APAC	AIT Worldwide Logistics (Shanghai) Company Limited Ningbo Branch	Unit 26-7, No. 51 Sanyanqiao Street, Newworld Centre, Ningbo, China	China	Yes	Yes	Yes
APAC	AIT Worldwide Logistics (Shanghai) Company Limited Qingdao Branch	Room 1906, Building A, Sunshine Tower, No. 61 Hong Kong Middle Road, Qingdao, China	China	Yes	Yes	Yes
APAC	AIT Worldwide Logistics (Shanghai) Company Limited Shenzhen Branch	Room F, 16/F Jinrun Building, No. 6019 Shennan Road, Futian, Shenzhen, China	China	Yes	Yes	Yes
APAC	AIT Worldwide Logistics (Shanghai) Company Limited Xiamen Branch	Unit 804A, Building B, Free Trade Financial Center, No. 1 Yu'nan 4th Road, Huli District, Xiamen, Fujian, China	China	Yes	Yes	Yes
APAC	AIT Worldwide Logistics (Shanghai) Company Limited Zhengzhou Branch	Room 823, Yunfeng Building, 80 Puhui Road, Jinshui District, Henan Zhengzhou Jinshui, 45003 Zhengzhou, China	China	Yes	Yes	Yes
APAC	AIT Worldwide Logistics Ltd.	Unit 01-09, 20/F, C-Bons International Center, 108 Wai Yip Street, Kwun Tong, Kowloon, Hong Kong	Hong Kong	Yes	Yes	Yes
APAC	PT. AIT Worldwide Logistics	1601-B, 16/F, Tower G, Arkadia Green Park, Lantai Dasar, Jl. TB Simatupang Kav. 88, Jakarta 12520, Indonesia	Indonesia	Yes	Yes	Yes
APAC	AIT Worldwide Logistics Korea, LLC	Unit #901, 9F, Sungwoo Building, 49 Mapo-Daero, Mapo-Gu, Seoul, Korea	Korea	Yes	Yes	Yes

GROUP	LEGAL ENTITY*	STATION ADDRESS	COUNTRY	ISO 9001	ISO 14001	ISO 45001
APAC	AIT Worldwide Logistics (M) Sdn Bhd	No. 51-06-E (6th Floor), Menara BHL, Jalan Sultan Ahmad Shah, 10050 Georgetown, Pulau Pinang, Malaysia	Malaysia	Yes	Yes	Yes
APAC	AIT Worldwide Logistics Singapore Pte. Ltd.	#18-03 Parkway Parade, 80 Marine Parade Road, Singapore	Singapore	Yes	Yes	Yes
APAC	安以德國際通運股份有限公司	Rm. 801, 8F., No. 131, Sec. 3, Minsheng E. Rd., Songshan Dist., Taipei City 105405, Taiwan	Taiwan	Yes	Yes	Yes
APAC	AIT Worldwide Logistics Vietnam Co., Ltd Hanoi Branch	3/F New Land Bldg, B5-D6 Do Thi Moi Dich Vong, Cau Giay, Hanoi, Vietnam	Vietnam	Yes	Yes	Yes
APAC	AIT Worldwide Logistics Vietnam Co., Ltd Ho Chi Minh Branch	4th Floor, Win Home Bldg, 61 Bach Dang Street, Ward 2, Tan Binh District, Hochiminh City, Vietnam	Vietnam	Yes	Yes	Yes
BGL/Ship Spares	Best Global Logistics B.V.	Bunschotenweg 150, 3089 KC Rotterdam, The Netherlands	Netherlands	Yes	Yes	—
BGL/Ship Spares	Best Global Logistics B.V.	Changiweg 14, 1437 EP Rozenburg (Schiphol Airport), The Netherlands	Netherlands	Yes	Yes	—
BGL/Ship Spares	Ship Spares Logistics B.V.	Bunschotenweg 115, 3089 KB Rotterdam, The Netherlands	Netherlands	Yes	Yes	—
BGL/Ship Spares	Ship Spares Logistics B.V.	Coenhavenweg 22, 1013 BL Amsterdam, The Netherlands	Netherlands	Yes	Yes	—
BGL/Ship Spares	Best Global Logistics Norway AS	Valhallavegen 6, 2060 Gardermoen, Norway	Norway	Yes	Yes	—
BGL/Ship Spares	Best Global Logistics Norway AS	Vanemveien 20, 1599 Moss, Norway	Norway	Yes	Yes	—
BGL/Ship Spares	Best Global Logistics Singapore Pte. Ltd.	119 Airport Cargo Rd, #02-01-/02 Changi Cargo Agents Megaplex 1, Singapore, Singapore	Singapore	Yes	Yes	—
BGL/Ship Spares	Best Global Logistics Middle East FZE	R/A – 8, AA-03 Free Trading Zone, Jebel Ali Free Zone, Dubai, United Arab Emirates	United Arab Emirates	Yes	Yes	—
BGL/Ship Spares	Best Global Logistics UAE B.V. – Dubai branch	Makeen Building – 104, P.O. Box 17926, Dubai, United Arab Emirates	United Arab Emirates	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Belgium BV	Göteborgweg 2, 2030 Antwerpen, Belgium	Belgium	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Czech Republic s.r.o.	Na Příkopě 15, 11000 Praha 1, Czech Republic	Czech Republic	Yes	Yes	—

GROUP	LEGAL ENTITY*	STATION ADDRESS	COUNTRY	ISO 9001	ISO 14001	ISO 45001
Europe/ IMEA	AIT Worldwide Logistics Sarl	2 Rue du Cercle - Bât. 3315, Roissy Tech, B.P. 19308, Roissy CDG Cedex, 95705, France	France	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Germany GmbH	Echterdinger Str. 85, 70794 Filderstadt, Germany	Germany	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Germany GmbH	Fasanenweg 12, 65451 Kelsterbach, Germany	Germany	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Germany GmbH	Hüttruper Heide 90, 48268 Greven, Germany	Germany	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Germany GmbH	Klaus-Bungert-Strasse 3, 40468 Düsseldorf, Germany	Germany	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Germany GmbH	Obere Stegwiesen 29, 88400 Biberach, Germany	Germany	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Germany GmbH	Stavendamm 22, 28195 Bremen, Germany	Germany	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Italy Srl	Prima Strada 12, Interporto Sito, 10043 Orbassano, Italy	Italy	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Italy Srl	Via Lepetit, 2, 20045 Lainate, Italy	Italy	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics B.V.	Changiweg 3, 1437 EP Rozenburg, The Netherlands	Netherlands	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Switzerland AG	Cargo Terminal Building, Entrance B, 1st floor, 4030 Basel Airport, Switzerland	Switzerland	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Switzerland AG	F2 Fracht Ost (Cargo Building East), Office 1-623, Level 1, 8058 Zurich-Airport, Switzerland	Switzerland	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Switzerland AG	Hofackerstrasse 73-75, 4132 Muttenz, Switzerland	Switzerland	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics Switzerland AG	Via Passeggiata 2, 6828 Balerna, Switzerland	Switzerland	Yes	Yes	—
Europe/ IMEA	Compass Cargo AG	Hofackerstrasse 73-75, 4132 Muttenz, Switzerland	Switzerland	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics (UK) Limited	Rooms 215-218, Second Floor, Building 308, World Freight Terminal, Manchester Airport M90 5PZ, United Kingdom	United Kingdom	Yes	Yes	—

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Europe/ IMEA	AIT Worldwide Logistics (UK) Limited	Unit 3 Lancaster Court, Exeter Airport, Clyst Honiton, Exeter, Devon EX5 2DP, United Kingdom	United Kingdom	Yes	Yes	—
Europe/ IMEA	AIT Worldwide Logistics (UK) Limited	Units 1-2 McKay Trading Estate, Blackthorne Road, Colnbrook, Berkshire SL3 0AH, United Kingdom	United Kingdom	Yes	Yes	—
Lubbers	Lubbers Denmark Aps	Måde Engvej 1-3, 6700 Esbjerg, Denmark	Denmark	Yes	Yes	Yes
Lubbers	Lubbers Germany GmbH	An der Koppel 8, 29227 Celle, Germany	Germany	Yes	Yes	Yes
Lubbers	Lubbers Italy S.r.l.	Via Zannardelli 4, 48123 Ravenna, Italy	Italy	Yes	Yes	Yes
Lubbers	Lubbers Benelux B.V.	Klaverakker 1, 7761 RA Schoonebeek, The Netherlands	Netherlands	Yes	Yes	Yes
Lubbers	Lubbers Benelux B.V.	Kromhoutstraat 30K, 1976 BM IJmuiden, The Netherlands	Netherlands	Yes	Yes	Yes
Lubbers	Lubbers Global Freight Netherlands B.V.	Jacobus Spijkerdreef 190, 2132 PZ Hoofddorp, The Netherlands	Netherlands	Yes	—	—
Lubbers	Lubbers Global Freight Netherlands B.V.	Marinus van Meelweg 12, 5654 EN Eindhoven, The Netherlands	Netherlands	Yes	—	—
Lubbers	Lubbers Global Freight Netherlands B.V.	Pastoriestraat 1, 3195 HT Rotterdam, The Netherlands	Netherlands	Yes	—	—
Lubbers	Lubbers Logistics Group B.V.	Klaverakker 2, 7761 RA Schoonebeek, The Netherlands	Netherlands	Yes	Yes	Yes
Lubbers	Lubbers Rigmoves & Pipeline Services B.V.	Klaverakker 2, 7761 RA Schoonebeek, The Netherlands	Netherlands	Yes	Yes	Yes
Lubbers	Lubbers Romania	Jud. Prahova, Londra Street 1, RO-107025 Aricestii Rathivani (Ploiesti), Romania	Romania	Yes	Yes	Yes
Lubbers	Lubbers Global Freight Transport Limited Sirketi	Ziya Gökalp Mahallesi Mall of Instanbul 7/E85, TR 34490 Basaksehir/Istanbul, Turkey	Turkey	Yes	—	—
Lubbers	Lubbers Global Freight London	London Heathrow Airport Facility Unit D2, The Dolphin Estate, Sunbury-On-Thames, TW16 7HE, United Kingdom	United Kingdom	Yes	—	—
Lubbers	Lubbers UK Ltd	11 Atley Way, Nelson Industrial Estate, Cramlington, NE23 1WA, United Kingdom	United Kingdom	Yes	Yes	Yes

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Lubbers	Lubbers UK Ltd	Bessemer Way Harfreys, Industrial Estate, Great Yarmouth, NR31 OLX, United Kingdom	United Kingdom	Yes	Yes	Yes
Lubbers	Lubbers UK Ltd	Peterseat Drive, Altens Industrial Estate, Aberdeen, AB12 3HT, United Kingdom	United Kingdom	Yes	Yes	Yes
Marinetrans	Marinetrans Germany	Obenhauptstrasse 2, 22335 Hamburg, Germany	Germany	Yes	Yes	—
Marinetrans	Marinetrans Greece. Ltd	111 Alimou Avenue, 16452 Argyproupoli, Athens, Greece	Greece	Yes	Yes	—
Marinetrans	Marinetrans Japan Co. LTD	Ichigo Uchihommachi, Bldg 3F, 1-3-5 Uchihommachi Chou-ku, Osaka 540-0026, Japan	Japan	Yes	Yes	—
Marinetrans	Marinetrans Benelux B.V.	Bunschotenweg 150, 3089 KC Rotterdam, The Netherlands	Netherlands	Yes	Yes	—
Marinetrans	Marinetrans Benelux B.V.	Changiweg 14, 1437 EP Rozenburg (Schiphol Airport), The Netherlands	Netherlands	Yes	Yes	—
Marinetrans	Marinetrans AS	Liervikflaten 3N, 5179 Gotvik, Norway	Norway	Yes	Yes	—
Marinetrans	Marinetrans AS	Strandveien 50A, 1366 Lysaker, Norway	Norway	Yes	Yes	—
Marinetrans	Marinetrans Korea Co. Ltd	1002 & 1003, 21, Yangpyeong-Ro 22-Gil, Yeongdeungpo-Gu, Seoul, Republic of Korea	Republic of Korea	Yes	Yes	—
Marinetrans	Marinetrans Korea Co. Ltd	6th Fl. LogisQube Gimhae Juchon Center, 330-20 Innobiz-ro (Juchon-Myeon), Gimhae-Si, Gyeongsangnam-do, Busan, Republic of Korea	Republic of Korea	Yes	Yes	—
Marinetrans	Marinetrans Singapore PTE Ltd.	6 Shenton Way, Singapore 068809, Singapore	Singapore	Yes	Yes	—
Marinetrans	Marinetrans USA LLC	7259 Rankin Rd, Bldg B, Houston/Humble, Texas, TX 77396, United States	United States	Yes	Yes	—
Priano Marchelli	PRIANO MARCHELLI S.p.A.	Via Al Molo Cagni, Palazzina Centro Servizi - 16128 Genova (GE) - Italy	Italy	Yes	Yes	—
Priano Marchelli	PRIANO MARCHELLI S.p.A.	Via Pionieri e Aviatori d'Italia, Palazzina Merci - 16154 Genova (GE) - Italy	Italy	Yes	Yes	—
Priano Marchelli	PRIANO MARCHELLI S.p.A.	Via degli Artigiani, 58/A - 16162 Genova (GE) - Italy	Italy	Yes	Yes	—

*Station addresses in the certifications section are current as of Dec. 31, 2025, and subject to change.