

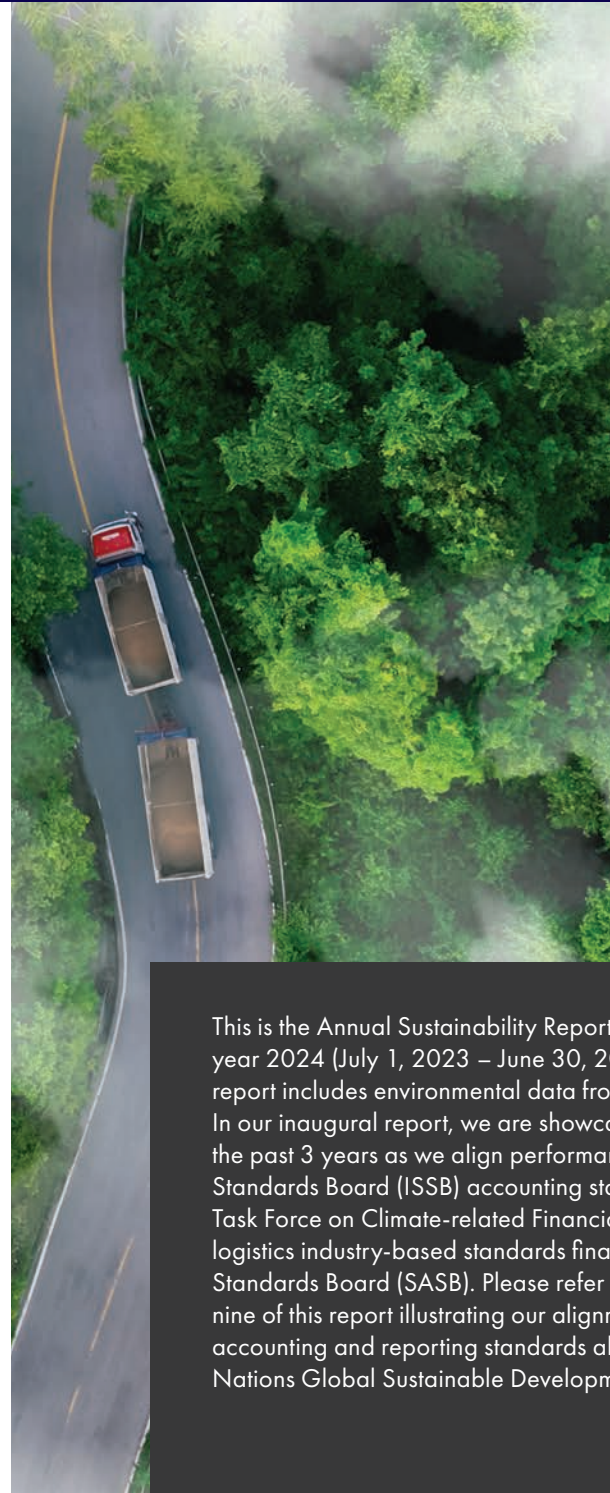


RADIANT®

2024 SUSTAINABILITY REPORT

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This is the Annual Sustainability Report of Radiant Logistics, Inc. for fiscal year 2024 (July 1, 2023 – June 30, 2024). Information presented in this report includes environmental data from our baseline year 2022 and 2023. In our inaugural report, we are showcasing our sustainability progress over the past 3 years as we align performance to the International Sustainability Standards Board (ISSB) accounting standards which now integrates the Task Force on Climate-related Financial Disclosure (TCFD) as well as the logistics industry-based standards finalized by Sustainability Accounting Standards Board (SASB). Please refer to the index on pages eight and nine of this report illustrating our alignment with these global sustainability accounting and reporting standards along with mapping to the United Nations Global Sustainable Development Goals.

LETTER FROM THE CEO



I am excited to present Radiant's inaugural Sustainability Report. With this report, we aim to share our strategies, achievements and aspirations in areas vital to our environmental and social responsibilities and reinforce our commitment to identifying and integrating environmental, social, and governance (ESG) principles across our organization. Given our global reach and the integral nature of our business to the world's economy, we are in a unique position to innovate, engage and effect best practices for maximum impact. Central to this mission is the goal of maximizing our positive handprint while minimizing our ecological footprint—a concept that emphasizes the proactive steps we can take to deliver positive impact on our communities and the environment.

Positive Environmental Impact

While remaining ever committed to those steps that reduce harm to the climate, Radiant proudly seeks to amplify those positive actions that support and ensure a thriving environment. Our commitment to fostering initiatives in sustainable energy, recycling and circular economy practices, actively contribute to the well-being of our planet and society. By engaging and collaborating with partners and vendors to create cleaner and more efficient processes, we are working to ensure that our actions leave the world better than we found it.

Social Responsibility

Uplifting communities through our business practices remains one of our core commitments. This includes investing in workforce development, championing diversity and inclusion, and supporting local initiatives. We also continue to take great pride in our work that supports humanitarian and relief related projects around the globe, such as the transportation of medical equipment, MREs and construction supplies; we have transported search and rescue equipment, generators, hygiene supplies, and bottled water across the world for those areas affected by natural disasters including to Guam, Türkiye, and Hawaii. This work continues to reinforce our belief that it is not one of us, but all of us coming together, that ultimately shapes our collective success. From this local to global support, we look to not only enhance individual lives but also create a more resilient and equitable society.

Governance with Purpose

Radiant believes that good governance should not only protect our organization but also enhance trust and accountability with our stakeholders. Embedding sustainability into our governance framework ensures that our policies and practices align with our values, contribute positively to our communities and prioritizing stakeholder interests alongside societal impact.

Looking Ahead

As we look to the future, the dedication to maximizing our handprint will guide our strategies and initiatives. We are committed to setting real targets to increase our positive impact, including enhancing our community engagement programs, investing in renewable energy projects, and promoting sustainable practices across our value chain. Together with our stakeholders, we aim to drive innovation and invite others to join us on this journey. Our goal is to create a ripple effect of positive change that extends beyond our immediate operations and contributes to a healthier, more equitable world.

Thank you for your continued support. We have always prided ourselves on being *The Network that Delivers...* and we look forward to doing our part in delivering a more sustainable future.

A handwritten signature in blue ink, appearing to read 'Bohn H. Crain'.

Bohn H. Crain | Founder, Chairman & CEO

OUR BUSINESS

Radiant Logistics, Inc. (NYSE American: RLGT) is a publicly traded, third party logistics company providing technology-enabled global transportation and value added logistics solutions primarily to customers based in the United States and Canada.

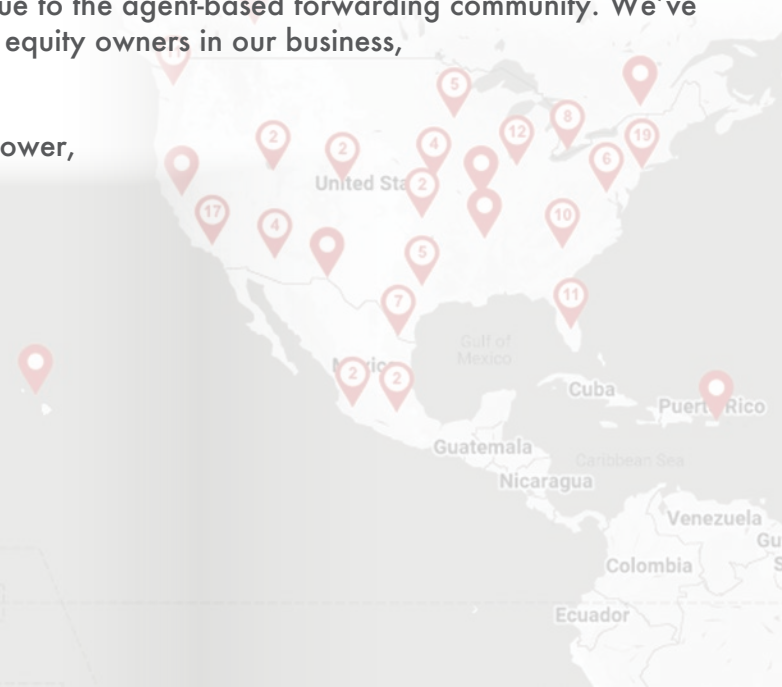
Through its comprehensive service offering, Radiant provides domestic and international freight forwarding along with truck and rail brokerage services to a diversified account base including manufacturers, distributors and retailers which it supports from an extensive network of Radiant and agent-owned offices throughout North America and other key markets around the world.

Radiant is a non asset-based company and as such does not own the trucks, ships or aircraft that we use in our business. This enables us to be both flexible and intentional about the choices we make in terms of vendors, routes and pricing and create solutions that make the best sense for our customers.

Radiant Logistics was created with the goal of partnering with logistics entrepreneurs to build a unique and comprehensive transportation and logistics-service offering. From the beginning, we have consistently focused on bringing value to the agent-based forwarding community. We've leveraged our status as a public company to enable our strategic operating partners to be equity owners in our business, thereby providing them real incentive to create value.

As we continue to grow, our network participants benefit from our increasing purchasing power, expanding network of global trading partners, and ongoing investment in technology.

Radiant Logistics, our strategic operating partners and our carriers today comprise more than 100 operating locations worldwide.



PRODUCTS & SERVICES

The Radiant Network provides customized, time-critical domestic and international transportation & logistics solutions to a variety of vertical markets.

Our vertical expertise includes:

Hazmat & Dangerous Goods • Food & Beverage (F&B) • Retail, Displays & Fixtures
Aerospace & Automotive • Humanitarian & Government Electronics & High Tech
Medical, Healthcare & Pharma • Tradeshow & Events • Gas & Energy

Radiant's value-added logistics services include warehouse and distribution, customs brokerage, order fulfillment, inventory management and technology services.

CERTIFICATIONS, AFFILIATIONS & KEY MEMBERSHIPS

Radiant is engaged with a number of organizations across the both the transportation and logistics industries. These cover a wide range of issues and initiatives including climate, security and safety.

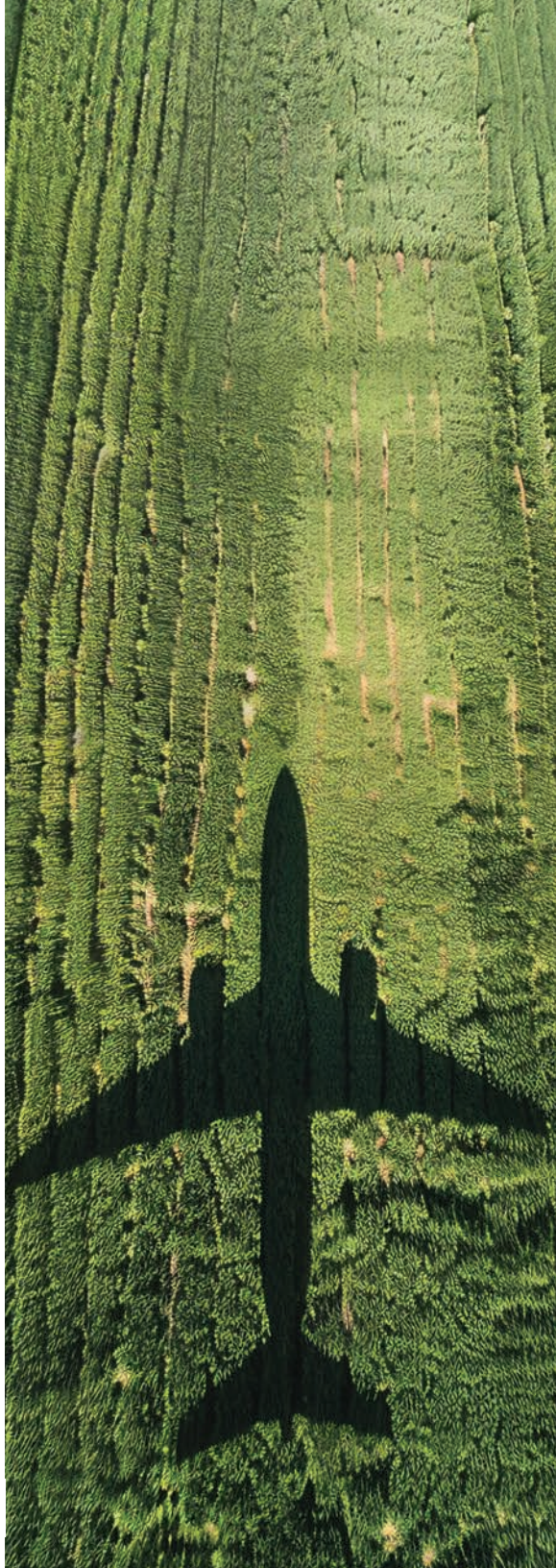
We continue to expand our affiliations in ways that enable us to better collaborate on meaningful solutions that extend value for our customers.



THE RADIANT FAMILY OF BRANDS



GOVERNANCE & STRATEGY



SUSTAINABILITY AT RADIANT

In 2022 Radiant began to formalize a focus on sustainability, specifically around environmental, social and governance programs. Our long term partners will recognize many of these initiatives as long-standing activities of our organization, which developed organically as a belief in the responsibility we all have to do what is right.

Since then, Radiant has expanded these initiatives and continues to gain better insight into best practice and future forward actions that support these key areas. The **Board of Directors** has oversight of ESG-related matters, including sustainability risks and opportunities. Our **ESG Steering Committee** leads the execution of our strategy through an **ESG Task Force** comprised of a cross-functional team representing our operations, products, and services.

Our ESG Task Force works to educate and engage our organization on standards and best practices in the logistics industry, as well as chart our future success in environmental, social and governance related endeavors. These groups together will lead the charge for the future success in our environmental, social, and overall governance related endeavors. Radiant will continue to build programs that support these key areas and which ultimately support the partnerships we hold as the core value of our business.



RADIANT STAKEHOLDERS

When we consider our partnerships, we have seen a growing focus on sustainability and ESG-related topics from all stakeholders. The needs and expectations of each are reflected in our overall sustainability strategy.



CUSTOMERS: Manage increased complexity with solutions for reduced emissions and reporting requirements



STRATEGIC OPERATING PARTNERS: Manage policy change, technology updates, and market shifts



INVESTORS: Identify short, medium, and long-term risks and opportunities associated with climate change



SUPPLIERS & VENDORS: Align with partners who seek to develop robust environmental initiatives



EMPLOYEES: Empowerment, opportunity for development, safety and a sense of belonging



COMMUNITY: Operating ethically with positive contributions and support in and for our local communities



REGULATORS: Commitment to compliance in environmental issues and responsible corporate citizenship

MATERIALITY ASSESSMENT & RELEVANT ESG TOPICS

We completed our initial materiality assessment in 2021 to help identify issues important to our business and stakeholders. In 2024, we have continued to align our strategy with the International Sustainability Standards Board (ISSB) sustainability accounting standards. These standards incorporate the Sustainability Accounting Standards Board (SASB) industry-based disclosure standards for the Air Freight and Logistics sector.

We define materiality based on these ISSB standards with a focus on financially-material topics.

Our top strategic issue in 2024 remains climate change with investments into mapping and measuring our greenhouse gas emissions from company-owned locations.

Our 2025 initiatives will develop climate goals and targets with an expanded effort to calculate GHG emissions in our value chain.

RADIANT MATERIAL RISKS & STRATEGIC SUSTAINABLE COMMITMENTS

Climate Change & Natural Resource Conservation

Radiant is committed to operating in an environmentally responsible manner to reduce our carbon footprint and our impact on climate change, conserve natural resources and operate in compliance with environmental regulation.

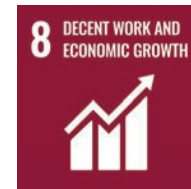
Labor Practices, Employee Health & Safety, Diversity & Equal Opportunity, Community Engagement

Radiant is committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, with a focus on empowering, operating ethically and supporting our local communities.



Compliance & Supply Chain Management

Radiant is committed to operating in compliance with environmental regulation and building a culture dedicated to ethical business behavior and responsible corporate activity.

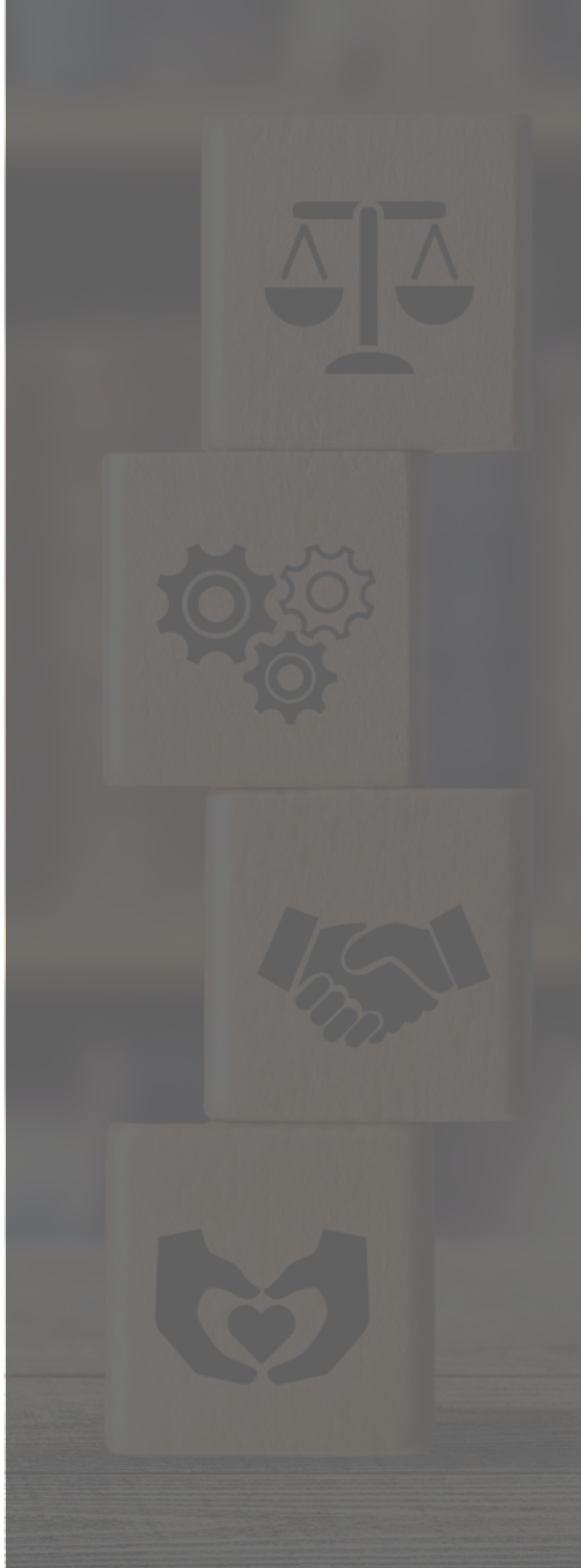
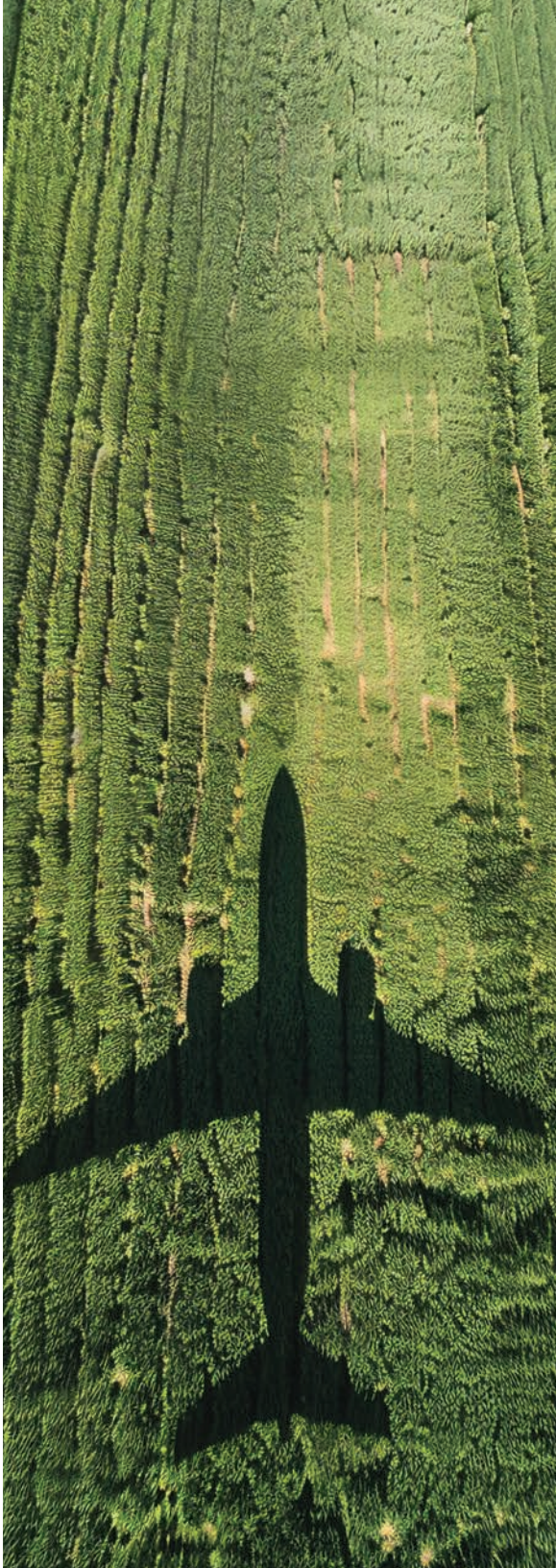
SUSTAINABLE DEVELOPMENT GOALS



The United Nation's Sustainability Development Goals (SDGs) define objectives for peace and prosperity around the globe.

ENVIRONMENT	Radiant ESG Risk Assessment	ISSB Airfreight & Logistics Sector	Global Reporting Initiative
	GHG Emissions	Greenhouse Gas Emissions	GRI 305: Emissions
	Extreme Weather Events	Climate Change	GRI 201: Economic Performance
	Waste	Waste & Hazardous Materials Management	GRI 306: Waste
	Water Security	Water Management	GRI 303: Water & Effluents
SOCIAL	Radiant ESG Risk Assessment	ISSB Airfreight & Logistics Sector	Global Reporting Initiative
	Talent Attraction/ Employee Satisfaction	Labor Practices	GRI 402: Labor/ Management Relations
	Human Capital Management	Labor Practices	GRI 404: Training & Education
	Employee Health	Employee Health & Safety	GRI 403: Occupational Health & Safety
	Safety & Work Standards	Employee Health & Safety	GRI 403: Water & Effluents
GOVERNANCE	Radiant ESG Risk Assessment	ISSB Airfreight & Logistics Sector	Global Reporting Initiative
	Supply Chain	Supply Chain Management	GRI 308: Supplier Environmental Assessment
	Dependence on Third-Party Cargo Carriers	Supply Chain Management	GRI 414: Supplier Social Assessment
	Information Technology Systems	Data Security	GRI 418: Customer Privacy

PROGRESS: ENVIRONMENT



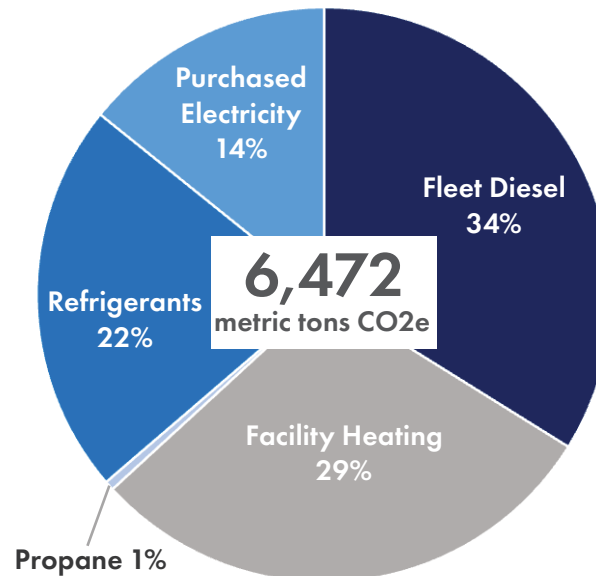
ENVIRONMENT

We understand the importance of addressing climate-related risks and opportunities to ensure our business is resilient and sustainable for the future. While we are predominately a non-asset-based business, we recognize the impact that offices, warehouses and certain business lines contribute to the overall global carbon footprint (Scope 1 and 2 emissions). Likewise, we believe we have the responsibility to make positive choices in our own service providers who ultimately contribute to our own footprint (Scope 3 emissions).

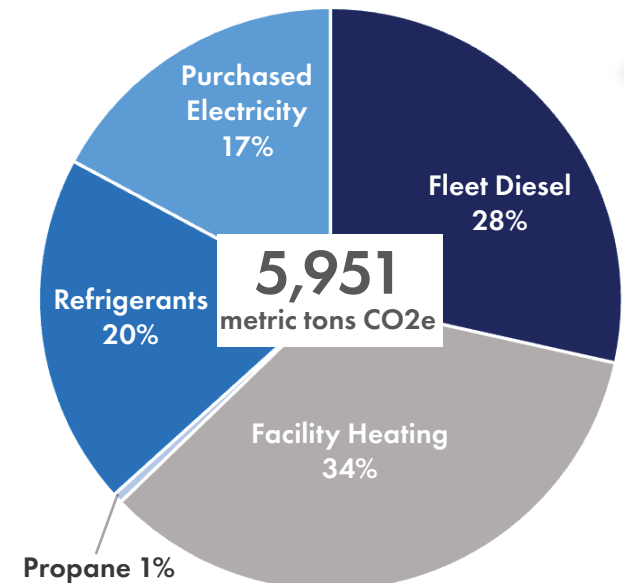
Radiant is committed to operating in an environmentally responsible manner to reduce our carbon footprint and our impact on climate change, conserve natural resources and operate in compliance with environmental regulations.

In 2024, we completed the data collection and GHG measurement process for our own Company-owned locations for Scope 1 and Scope 2 sources, measuring both our established baseline year (2022) and the following year of 2023. Our inventory was prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and aligns with the ISSB for climate-related disclosures.

**GHG EMISSIONS BY SOURCE:
2022 RADIANT BASELINE YEAR**



**GHG EMISSIONS BY SOURCE:
2023**




GHG EMISSIONS EQUIVALENCIES

When measuring our annual emissions, we looked for ways that could be tangible representations for reductions and targets as we continue to develop our strategy and make meaningful commitments.

6,472
metric tons CO₂e
in 2022

GHG EMISSIONS EQUIVALENT TO:

 **16,552,577** miles driven by an average gasoline-powered passenger vehicle

 **1,277** homes' electricity use for one year


GHG EMISSIONS AVOIDED OR SEQUESTERED EQUIVALENT TO:


 **7,556** acres of U.S. forests in one year

 **2,247** tons of waste recycled instead of landfilled

5,951
metric tons CO₂e
in 2023

GHG EMISSIONS EQUIVALENT TO:

 **15,220,084** miles driven by an average gasoline-powered passenger vehicle

 **1,174** homes' electricity use for one year

GHG EMISSIONS AVOIDED OR SEQUESTERED EQUIVALENT TO:

 **6,948** acres of U.S. forests in one year

 **2,066** tons of waste recycled instead of landfilled

<https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

FUTURE FACING

Our future efforts are focused on expanding our analysis and understanding of Scope 3 emissions. We are actively collecting data to expand our inventory and include upstream and downstream Scope 3 GHG emissions sources and we look forward to ultimately building a complete picture of our GHG emissions, whilst making meaningful reduction targets for our emissions throughout.

Note: FY22 and FY23 GHG Emissions data represents Radiant company-owned operations (excludes Strategic Operating Partners)

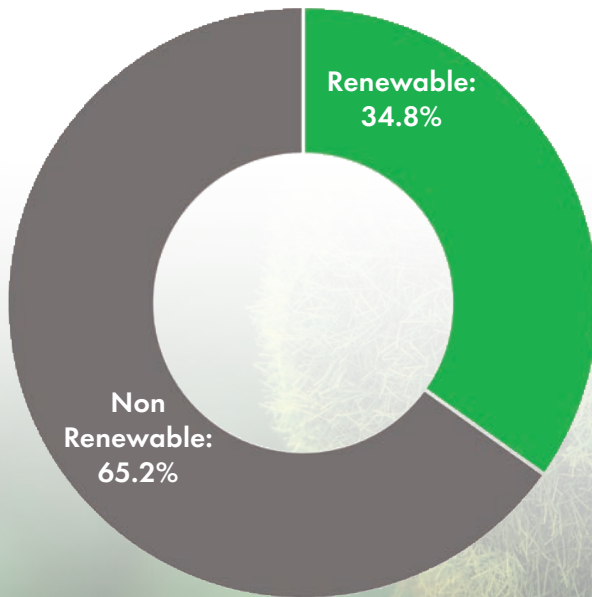


RESOURCE USE

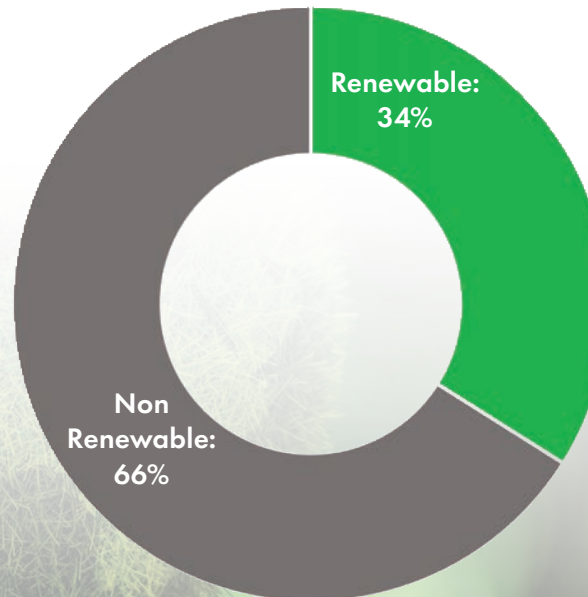
As a large and non-asset based logistics company, we are able to implement more direct control not only over our selections of both vendors, but of our own warehouse operations to optimize efficiency, improve utility savings, and reduce operating costs. In addition to building upgrades, we also strive to promote energy efficiency in new building construction via LEED-certification, decreased facility size, and improved warehouse storage density.

Renewable energy use was measured for both our baseline year (2022) as well as the following year (2023) in our Company-owned locations. We recognize this is an area where we can make meaningful strides towards expansion of our renewable energy use, and doing so will form part of our reduction targets moving forward.

RENEWABLE ENERGY USE: 2022



RENEWABLE ENERGY USE: 2023



SUSTAINABILITY PROGRAMS

Radiant has long been committed to sustainability programs. Many of these are well established across our organization and include:

U.S. Environmental Protection Agency SmartWay partnership

Technology Recycling Program

Public Transport Incentive Program for corporate employees

Power-Saving Automatic lights roll-out to reduce electricity consumption

Reduce, Re-use: water bottle filling stations to encourage multi-use containers, as well as the roll-out of compostable cutlery and plates at Company-owned locations, where available

Recycle: paper recycling program at our corporate headquarters

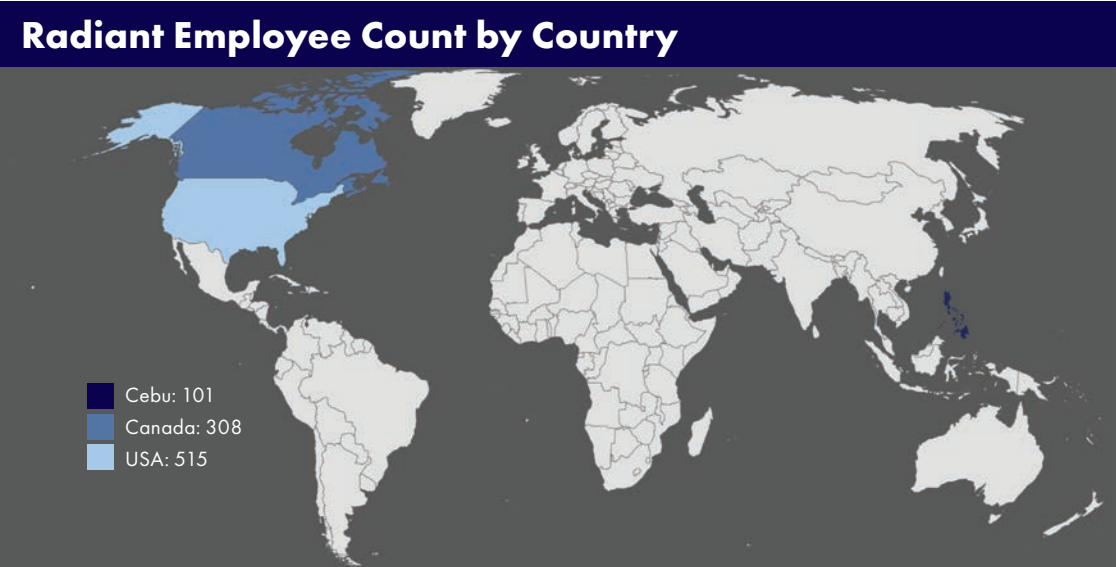
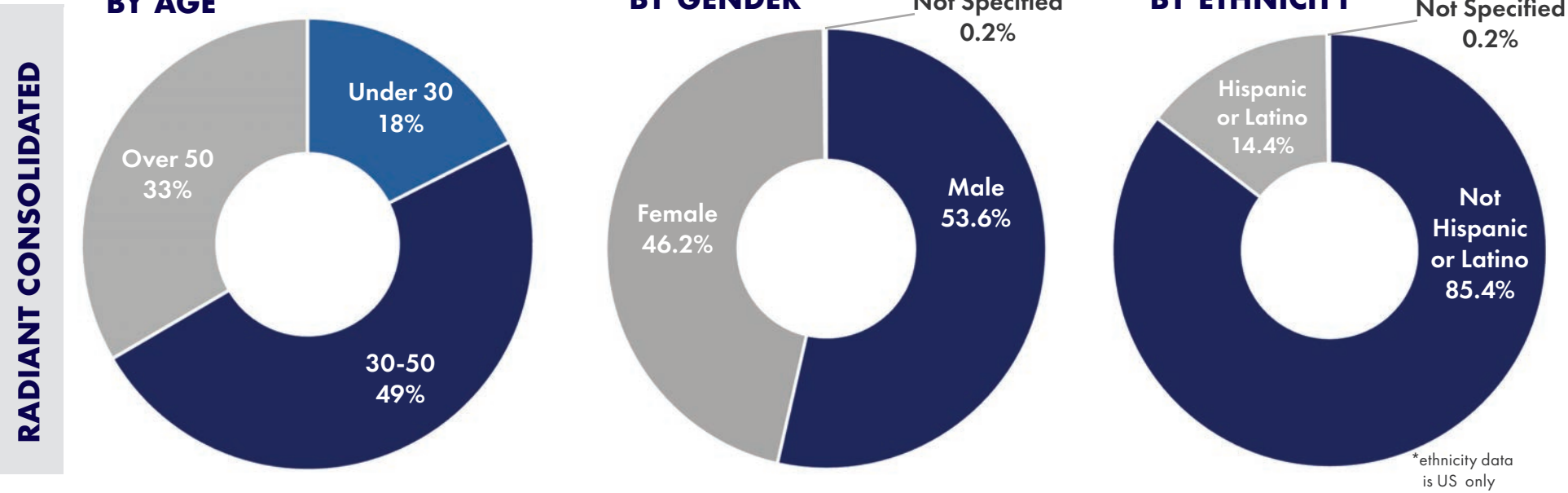
Remote hybrid working options to reduce emissions from commuting

PROGRESS: SOCIAL



SOCIAL

At Radiant, we consider our people to be the foundation for our growth and continued success. We believe in creating and fostering a positive work environment and believe that both equity and inclusivity is crucial to our efforts to attract and retain key talent.



Radiant recognizes the value of enhancing workforce diversity, particularly among management positions. For Fiscal Year 2024 management positions across the organization broke out as 37.7% female for all managers and 26.2% female for executive managers.

We will continue to actively seek opportunities that expand our reach in terms of talent search, identification and development.

Radiant is an equal opportunity employer and maintains a zero tolerance policy regarding discrimination of any kind. Our Employee Handbook, containing these and related policies, is made available to all staff and updated regularly to ensure alignment with employer best practices.



American
Heart
Association.

Live Fierce™
Stand for All



EMPOWERING COMMUNITIES, BUILDING SUSTAINABLE FUTURES

Beginning in 2022, Radiant made a long-term commitment to support of the American Heart Association, as part of a broader focus on equity within the community--particularly to health access and benefits as well as food security. In that time, Radiant's support has led to the successful implementation of 45 collaborative projects, benefiting more than 350,000 people across Washington state by improving their access to nutritious foods.

These initiatives have included the adoption of community-informed nutrition policies at food access organizations; systems to identify food insecurity and refer to resources; building capacity to store and distribute fresh and frozen produce; and a Summer Meals program in a local community. These programs have encompassed several key actions, including:

Adoption of Community-Informed Nutrition Policies: Food access organizations have implemented policies informed by community needs to promote healthier food options.

Food Insecurity Identification and Referral Systems: Efforts have been made to identify food-insecure individuals and connect them with relevant resources.

Capacity Building for Fresh and Frozen Produce Storage and Distribution: Initiatives have focused on enhancing the capacity to store and distribute fresh and frozen produce effectively.

Summer Meals Program: this program supports access to nutritious meals for kids during the summer break from school in a local community.

These efforts transcend food security, which primarily focuses on quantity, to nutrition security - which considers the factors that impact accessibility, affordability and utilization of healthy foods. This work also enhances food sovereignty - sustainably impacting our local communities' ability to produce and procure culturally appropriate foods that support optimal health and to support nutritious choices at local food banks.

SUPPORTING HEALTH, DEVELOPMENT...AND HAPPINESS IN THE WORKPLACE AND BEYOND

Proactive employee engagement, fair treatment, equitable levels of pay and access to advancement opportunities for all workers have long been known to increase productivity and performance throughout all levels of a company. Our in-house employee training and development programs that are designed to improve technical, people management, communication and teamwork skills not only cultivate meaningful contributions to the workplace, they allow individuals to grow and develop in ways that surface the leaders of tomorrow as well.

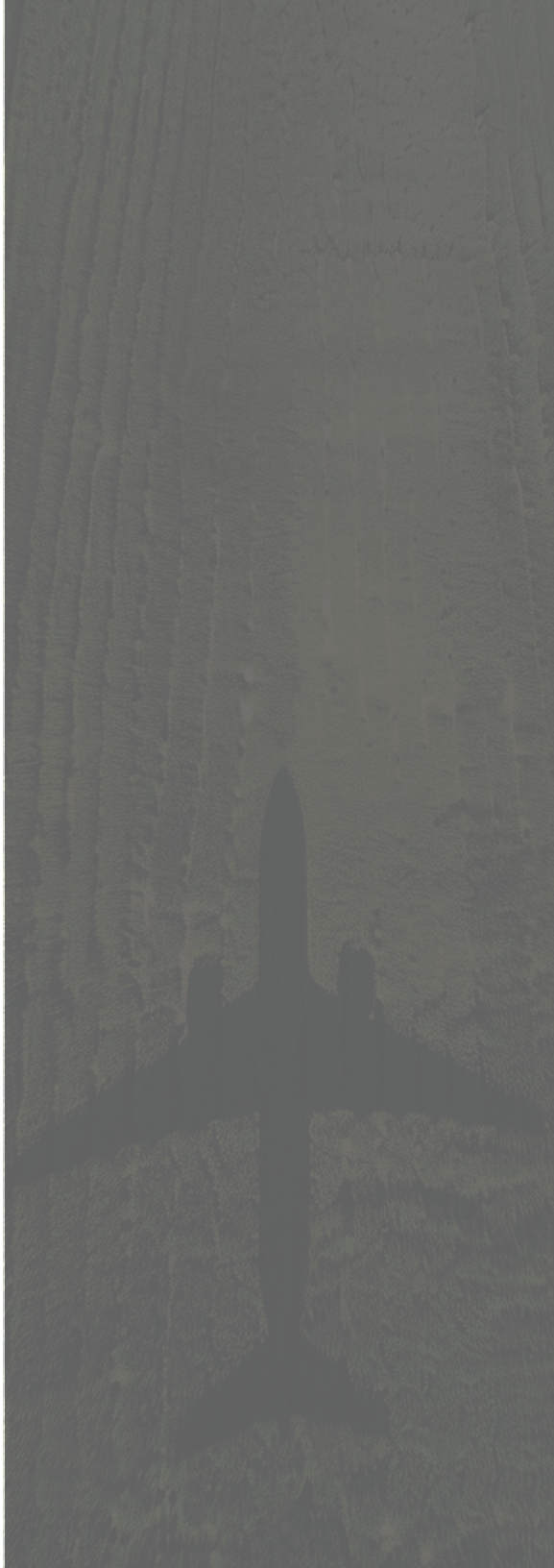
It has likewise been long established that engaging in fun, physical activity has an outsized positive effect on an individual's physical and psychological well-being. Mental and physical health strengthen creativity, resilience and success, both personally and professionally.

Recognizing the vital importance of fostering health in this holistic approach, and in conjunction with the American Heart Association, Radiant brought back 'Field Day' in fiscal year 2024. With events like dizzy-bat, sack races and even dodge ball, our old school Field Day gave the organization a chance to raise funds for a charity with local impact, as well as have fun in a completely organic yet organized event. It likewise enabled Radiant to incorporate healthy eating and get fit activities in the months leading up to Field Day to further strengthen and promote positive health choices. And with team names like *Chicken Dinner*, *Heart-Core Gladiators* and the *The Accountants*, it was destined to be a success!

Radiant is committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, with a focus on empowering, operating ethically and supporting our local communities.



PROGRESS: GOVERNANCE



GOVERNANCE

Through our operating locations across North America, we offer domestic and international air and ocean freight forwarding services and freight brokerage services. Our primary transportation services involve arranging shipments, on behalf of our customers, of materials, products, equipment, and other goods that are generally larger than shipments handled by integrated carriers of primarily small parcels, including arranging and monitoring all aspects of material flow activity utilizing advanced information technology systems. We also provide other value-added supply chain services, including order fulfillment, inventory management, and warehouse and distribution services, and customs brokerage services to complement our core transportation service offering.

COMPLIANCE STRUCTURE

Underpinning our organization and services is our Code of Ethics. **Our Code of Ethics affirms our commitment to conducting business with the highest level of integrity, honesty, fairness, accountability and respect in dealing with its employees, customers, suppliers, investors and the general public.** This includes our reporting in relation to ESG and we recognize that progressing more sustainable supply chains involves transparency from every level of the organization. Likewise, our corporate status, ethics and business practices are governed by our Corporate Governance Principles and other policies, all of which are publicly accessible and can be found on our website.

From an ESG perspective and in relation to risk, this is a strategic priority which rests with management while the Committees and the Board provide oversight. We are committed to our responsibility to sustainability and climate-related matters and have undertaken to integrate this core value into our corporate governance. As part of this process, the Board of Directors has made ESG risks and opportunities a regular agenda item in quarterly meetings. An independent board member has been responsible for sustainability/ESG and has been spearheading this discussion since 2022. With the independent board member providing oversight, the ESG Steering Committee has been meeting to establish learning pathways for the organization, data collection processes and metrics, as well as a cadence of risk and opportunity assessment that engages with all leaders of senior management.

FUTURE FACING

Our future efforts in this area are focused on expanding transparency in the value chain with respect to all stakeholders. We also plan to provide updated and expanded policies and procedures and evaluate structures surrounding training, incidents and quality measures.

Radiant is committed to building a culture dedicated to ethical business behavior and responsible corporate activity.

SUPPLIER ENGAGEMENT AND RESPONSIBLE PRACTICES

At Radiant, sustainability is integral to our business strategy. We remain a long-term member of the SmartWay® Transport Partnership and are exploring other membership and partnerships that are focused on the reduction of our collective environmental footprint.

In conjunction with our increased engagement with stakeholders, we have in Fiscal Year 2024 further supported our Strategic Operating Partners within the Radiant Network to improve transparency in the areas of climate and ethics, as well as social responsibility. We have been active participants with these locations in assisting with climate-based reporting and other climate related questionnaires.

We have where possible, promoted education, opportunities and events with our Strategic Operating Partners as well as vendors to engage with their own local communities. We have additionally engaged with associations like the Airforwarders Association and other industry groups to capitalize on collective opportunities and best practice in the areas of ESG.

FUTURE FACING

Our future efforts are focused on expanding our analysis and understanding of Scope 3 emissions. We are actively collecting data to expand our inventory and include upstream and downstream Scope 3 GHG emissions sources. As a part of this we intend to explore options with regards to a Responsible Supplier Program. This program will include initiating supplier questionnaires with regards to their own practices and initiatives in the ESG arena.

CYBER AND DATA SECURITY

Cybersecurity, data privacy, and data protection are critical to our business. In the ordinary course of our business, we collect and store certain confidential information such as information about our employees, contractors, vendors, suppliers, partners and customers. We understand the increasing reliance of our customers, suppliers, and partners on our digital platforms. Our goal is to strengthen our digital infrastructure, ensuring the highest levels of customer service while effectively managing risks and adhering to global compliance standards. We have processes in place for assessing, identifying, and managing material risks from cybersecurity threats, and we continually monitor our overall security to assess performance and identify areas for improvement.

RISK MANAGEMENT AND STRATEGY

Our processes for assessing, identifying, and managing cybersecurity threats have been integrated into our overall risk management processes. Our cybersecurity and risk management program is structured around strategy, execution, management, oversight, and user training, with ongoing evaluations to ensure its effectiveness, that is designed to identify, protect from, detect, respond to, and recover from cybersecurity threats and risks, and protect the confidentiality, integrity, and availability of our information systems, including the information residing on our systems. We utilize the National Institute of Standards and Technology Cybersecurity Framework ("NIST CSF") to guide our efforts, aligning with industry standards.

We take a risk-based approach to cybersecurity, which begins with the identification and evaluation of cybersecurity risks or threats that could affect our operations, finances, legal or regulatory compliance, or reputation. The scope of our evaluation encompasses risks that may be associated with both our internally managed IT systems and key business functions and sensitive data operated or managed by third-party service providers. Risk mitigation strategies are developed and implemented based on the specific nature of each cybersecurity risk. Our cybersecurity and risk management program is developed based on:

- Continuous Development: Ongoing refinement of our risk management processes.
- Partners and Tools: Leveraging global access control and activity monitoring solutions.
- Education and Training: Implementing company-wide policies and proactive user training.
- Continuous Monitoring: Regular surveillance of our environment.
- Access Management: Ensuring only authorized users have access to our network.

24X7 ENDPOINT MONITORING BY NOSC

As part of our commitment to safeguarding our network, we operate a Network Operations and Security Center (“NOSC”) that provides 24x7 monitoring of all endpoints across our network. This continuous surveillance allows us to detect and respond to potential threats in real time, helping our systems remain secure and operational. The NOSC is a critical component of our cybersecurity infrastructure, enabling proactive risk management and the ongoing protection of our digital assets.

FUTURE FACING

Maintaining a robust information security system is an ongoing priority for us and we plan to continue to identify and evaluate new, emerging risks to data protection and cybersecurity both internally and through our engagement of third-party service providers.

DATA TABLE: GHG EMISSIONS

Radiant Greenhouse Gas Emissions (GHG) by scope (metric tons CO2e)

	FISCAL YEAR 2022	FISCAL YEAR 2023	% CHANGE
Scope 1 - Facility Heating, Fleet Fuels, Refrigerants	5,552	4,930	-11.2%
Scope 2 - Purchased Electricity			
Location-based	920	1,020	10.9%
Market-based	920	1,020	10.9%
TOTAL EMISSIONS (Scope 1 + Scope 2)	6,472	5,951	-8.1%
Emissions Intensity (metric tons CO2e per million \$USD)	4.4	5.5	23.6%
FISCAL YEAR REVENUE	\$1,459	\$1,085	-25.6%

Note: FY22-FY23 GHG Emissions from Radiant company-owned operations (excludes Strategic Operating Partners)

Radiant calculates and reports greenhouse gas (GHG) emissions in accordance with the GHG Protocol Accounting and Reporting Standard (revised edition). Our organizational boundary is established based on the operational control approach of Radiant company-owned locations. Scope 1 emissions include facility heating (natural gas consumption), fleet fuels (diesel, gasoline, propane) and refrigerants. Scope 2 emissions are based on the GHG Protocol location-based method and include purchased electricity from Radiant offices and warehouse operations in the United States and Canada.

Emissions factors for Scope 1 sources are based on current U.S. Environmental Protection Agency (USEPA) Center for Corporate Climate Leadership 2024 GHG Emissions Factors Hub (updated February 13, 2024). For Radiant U.S. locations, Scope 2 emissions factors are based on USEPA Emissions & Generation Resource Integrated Database (eGRID) for U.S. locations. For Radiant Canada office and warehouse locations, Scope 2 emissions factors are based on Government of Canada Emissions factors and reference values (version 2.0, May 2024).

Radiant estimated GHG emissions based on average energy use intensity for several office and warehouse locations in Fiscal Year 2022 and Fiscal Year 2023; energy use factors (kWh per square foot) were based on U.S. Energy Information Administration (EIA) Commercial Buildings Energy Consumption Survey data.

DATA TABLES: WORKFORCE

Breakout by Country		
Country	Count	%
USA	515	55.74%
Canada	308	33.33%
Philippines	101	10.93%
TOTAL	924	100%

Breakout by Age		
Age	Count	%
Under 30	162	17.53%
30 - 50	453	49.03%
Over 50	309	33.44%
TOTAL	924	100%

Breakout by Gender		
	Count	%
Male	495	53.57%
Female	427	46.21%
Not Specified	2	0.22%
TOTAL	924	100%

Ethnicity (US only)*		
Country	Count	%
Not Hispanic or Latino	440	85.44%
Hispanic or Latino	75	14.37%
Not Specified	1	0.19%
TOTAL	515*	100.00%

Total Management Positions Breakout by Gender		
	Count	%
Male	152	62.3%
Female	92	37.7%
TOTAL	244	100%

Executive Management Positions Breakout by Gender		
	Count	%
Male	31	73.81%
Female	11	26.19%
TOTAL	244	100%

Workforce data is based on Radiant Company Stores for Fiscal Year 2024



RADIANT®

Follow Radiant's Sustainability Journey
online at: radiantdelivers.com/sustainability
email: sustainability@radiantdelivers.com

It's the Network that Delivers!®