



*It's the Network that Delivers!®*

(NYSE American: RLGT)

# GLOBAL TRANSPORTATION & LOGISTICS

## Overview through FQ2 December 31, 2024



## FORWARD-LOOKING STATEMENT

*This presentation and discussion includes forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended and Section 27A of the Securities Act of 1933, as amended and such statements are subject to the safe harbor created by those sections and the Private Securities Litigation Reform Act of 1995, as amended. All statements, other than statements of historical fact, including without limitation statements regarding the financial position, strategic plan and other plans, projections, future industry characteristics, growth expectations, future ability to identify, consummate, and integrate acquisitions, and objectives for our future operations, are forward-looking statements. Such statements may be identified by their use of terms or phrases such as “may,” “could,” “expects,” “estimates,” “projects,” “believes,” “anticipates,” “plans,” “intends,” and similar terms and phrases. Forward-looking statements are based upon the current beliefs and expectations of our management and are inherently subject to risks and uncertainties, some of which cannot be predicted or quantified, which could cause future events and actual results to differ materially from those set forth in, contemplated by, or underlying the forward-looking statements. Although we believe that such forward-looking statements are based on reasonable assumptions, we give no assurance that our expectations will in fact occur. For examples of risks, uncertainties, and events that may cause our actual results to differ materially from the expectations we describe in our forward-looking statements, see “Risk Factors” in the Company’s most recent annual report. Existing and prospective investors are cautioned not to place undue reliance on forward-looking statements, which speak only as of the date hereof. We undertake no obligation to publicly update or revise any forward-looking statements after the date they are made, whether as a result of new information, future events or otherwise, except for the extent required by applicable securities laws.*

## NON-GAAP FINANCIAL DATA

*This presentation may include the use of adjusted gross profit, EBITDA and adjusted EBITDA, which are financial measures that are not in accordance with generally accepted accounting principles (“GAAP”). Each such measure is a supplemental non-GAAP financial measure that is used by management and external users of our financial statements, such as industry analysts, investors and lenders. While management believes such measures are useful for investors, they should not be used as a replacement for financial measures that are in accordance with GAAP.*

*We define adjusted gross profit as revenues less directly related operations and expenses attributed to the company’s services. We define EBITDA to exclude the effects of interest, taxes and the “non-cash” effects of depreciation and amortization on long-term assets. Companies have some discretion as to which elements of depreciation and amortization are excluded in the EBITDA calculation. We exclude all depreciation charges related to property, technology and equipment and all amortization charges (including amortization of leasehold improvements). We define adjusted EBITDA to exclude share-based compensation, changes in fair value of contingent consideration, expenses specifically attributable to acquisitions, cybersecurity incident related costs, changes in fair value of interest rate swap contracts, restatement costs, transition and lease termination costs, foreign currency transaction gains and losses, litigation expenses unrelated to our core operations, and other non-cash charges.*

*Our presentation of adjusted gross profit, EBITDA and adjusted EBITDA should not be construed as an inference that our results will be unaffected by unusual or non-recurring items. Our computations of adjusted gross profit, EBITDA and adjusted EBITDA may not be comparable to other similarly titled measures of other companies.*

*Reconciliations of our non-GAAP financial measures presented to our GAAP-based financial measures are included on the last slide of this presentation.*

# Leading Multi-Modal 3PL Service Provider



Radiant is a leading non-asset based provider of domestic and int'l transportation and logistics solutions.

- Radiant provides global supply chain services, including domestic and international air and ocean freight forwarding and truckload, less-than-truckload, and intermodal freight brokerage services
  - Strong network of company-owned locations and strategic operating partners (agents) in the United States and Canada as well as additional global partners to facilitate international shipments
- Radiant continues to build out a compelling multi-modal offering, leveraging its technology and bundling value-added logistics solutions with its core transportation service offerings
  - The Company continues to optimize its best-in-class operating platform (people, processes, and technology) in order to provide exceptional operational and back-office infrastructure to its network participants
- The Company continues to generate solid financial results, with revenues of \$858.7 million, adjusted gross profit of \$234.6 million and adjusted EBITDA of \$35.8 million for the trailing twelve months ended December 31, 2024.

## KEY STATISTICS

**\$858.7M**  
Gross Revenue  
TTM Ended 12/31/24

**\$234.6M**  
Adjusted gross profit  
TTM Ended 12/31/24

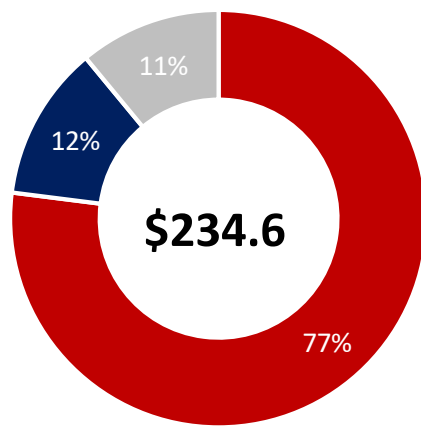
**\$35.8M**  
Adj. EBITDA  
TTM Ended 12/31/24

**100+**  
Company-Owned  
Locations and  
Agent Stations

**29**  
Completed  
Acquisitions

## ADJUSTED GROSS PROFIT For the Trailing Twelve Months Ended December 31, 2024 (\$ in millions)

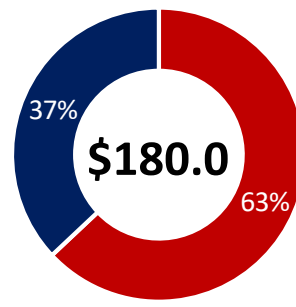
### SERVICE OFFERING



- Freight Forwarding
- Brokerage
- Value Added Service (VAS)

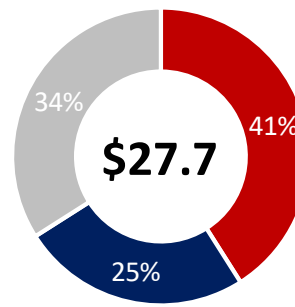
### COMPELLING DIVERSITY OF ADJUSTED GROSS PROFIT BY SERVICE OFFERING

#### FREIGHT FORWARDING



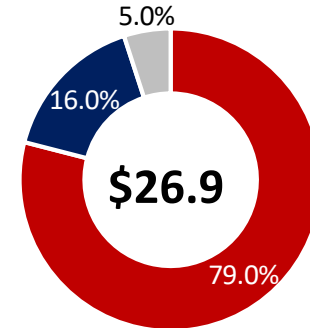
- Domestic
- International

#### BROKERAGE BY MODE



- Truckload
- Less-Than-Truckload
- Intermodal

#### VALUE-ADDED SERVICE OFFERING

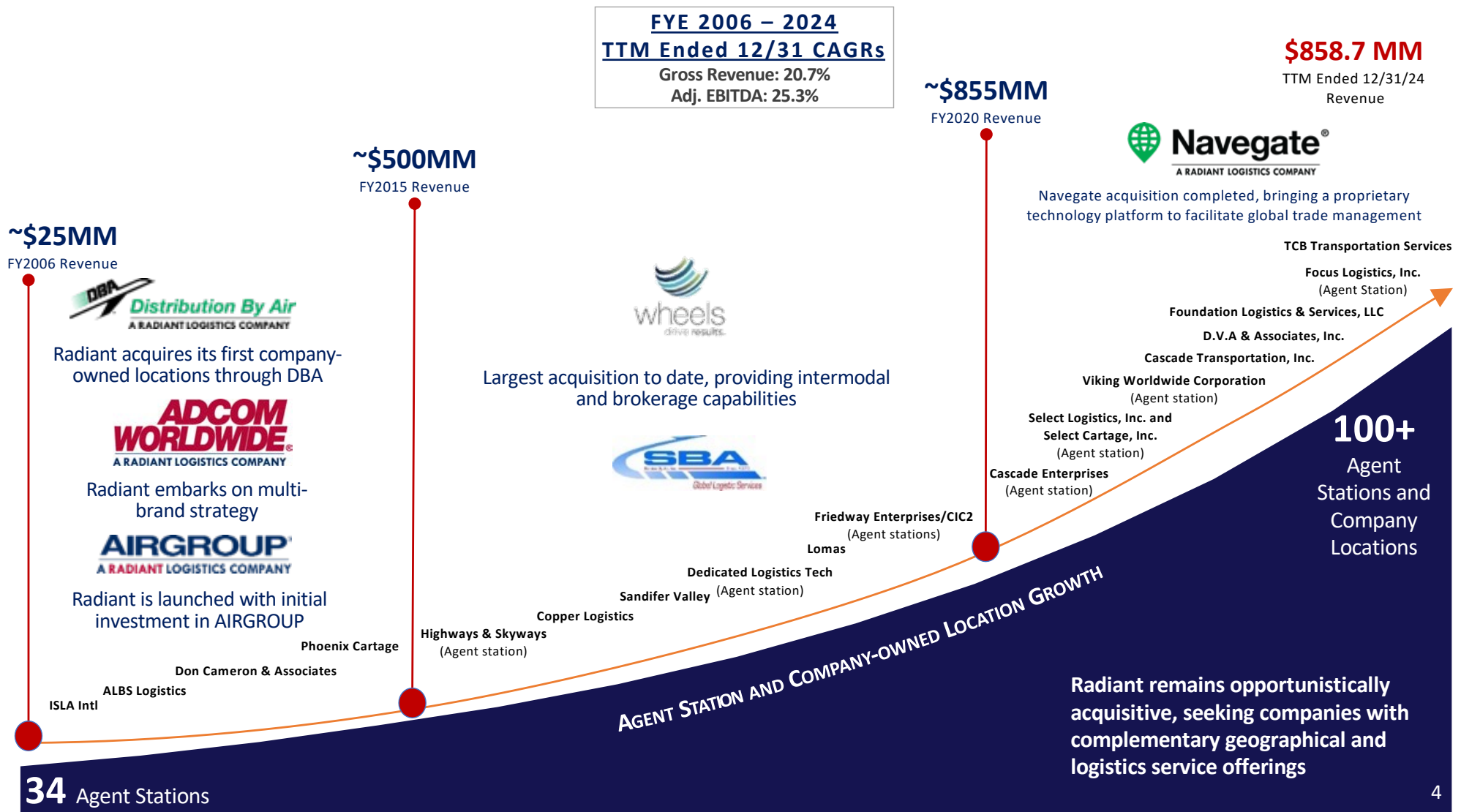


- Materials Management & Distribution
- Customs House Brokerage
- Consulting/Other

# A PROVEN GROWTH PLATFORM



Since its inception in 2006, Radiant has continued to deliver profitable growth with a track record of executing and integrating acquisitions.



# A Track Record of Profitable Growth



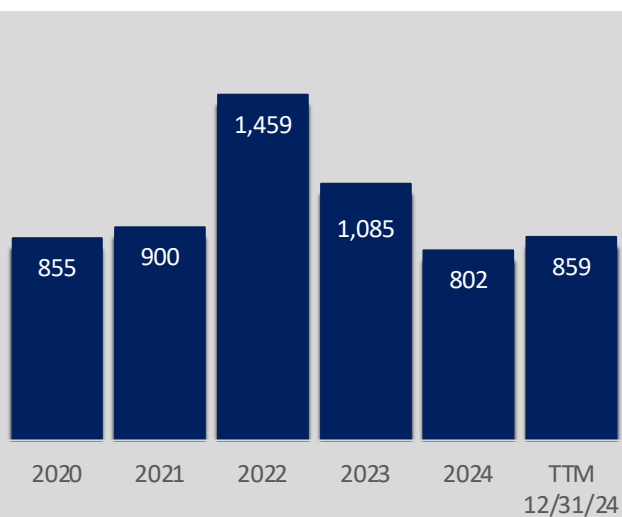
**Radiant has consistently generated solid financial results and is well positioned for future growth.**

- For the Trailing Twelve Months Ended December 31, 2024, Radiant generated \$234.6 million in adjusted gross profit and \$35.8 million in adjusted EBITDA
- A track record of seamlessly integrating company-owned locations and realizing meaningful post-acquisition synergies, combined with an active M&A pipeline, creates compelling levers to further accelerate growth
- Radiant’s adjusted EBITDA margin (i.e. adjusted EBITDA as a percentage of adjusted gross profit) is 15.2% for the Trailing Twelve Months Ended December 31, 2024

## CONSISTENT FINANCIAL PERFORMANCE

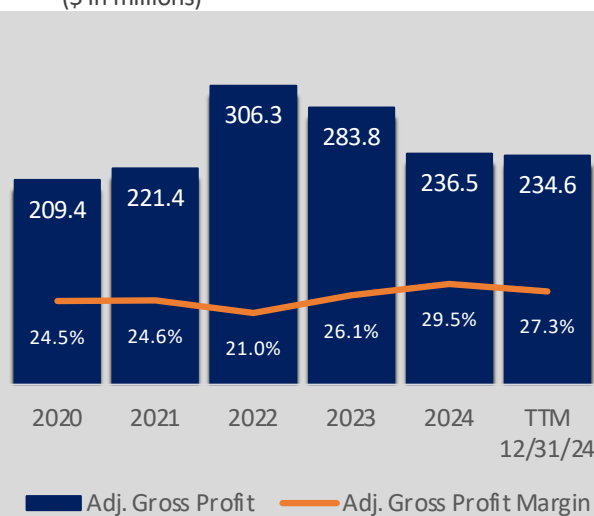
### GROSS REVENUE

For the Fiscal Years Ended 2020 – 2024  
(\$ in millions)



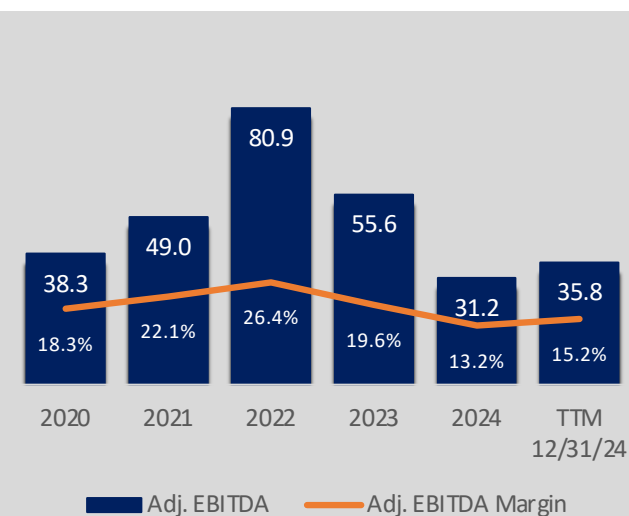
### ADJUSTED GROSS PROFIT & ADJUSTED GROSS PROFIT MARGIN

For the Fiscal Years Ended 2020 – 2024  
(\$ in millions)



### ADJ. EBITDA & ADJ. EBITDA MARGIN

For the Fiscal Years Ended 2020 – 2024  
(\$ in millions)

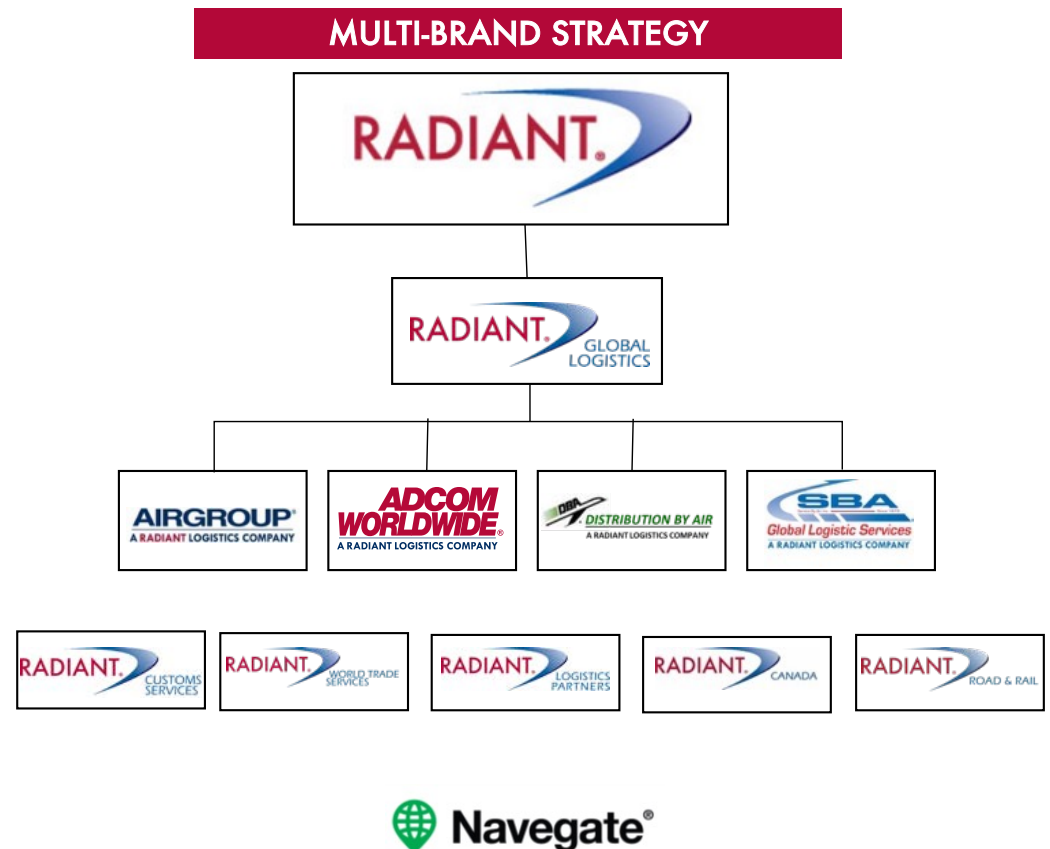


# First to Market Advantage



Structural changes within the freight forwarding community, resulting from industry deregulation in the 1970s and the natural “graying” of industry pioneers, provide an opportunity to support the logistics entrepreneur in transition.

- Radiant enjoys a 15+ year first to market advantage in leveraging a multi-brand strategy to consolidate the agent based forwarding community
- Uniquely positioned to bring value to the logistics entrepreneur
  - Leveraging our status as a public company to provide network participants with a framework to share in the value that they help create
  - Solid platform in terms of network, people, process and technology to “scale” the business
  - Ideal long-term partner in terms of succession planning and liquidity
- Systematically, we plan to convert key agent-based offices to company-owned offices and strategically acquire and integrate other additional non-asset based operations
- Radiant has identified and is in varying stages of due diligence with a number of potential acquisitions

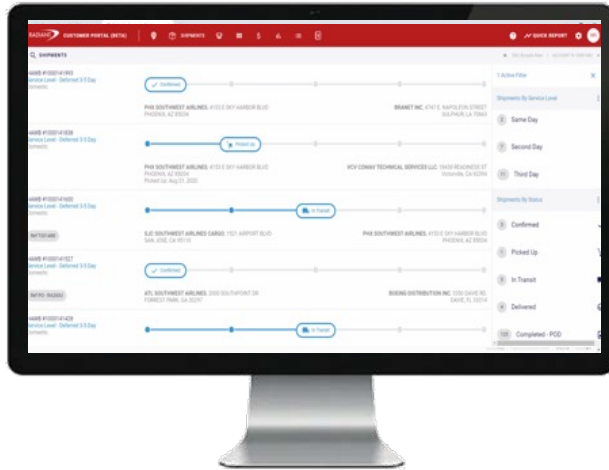


# A Robust Technology Platform



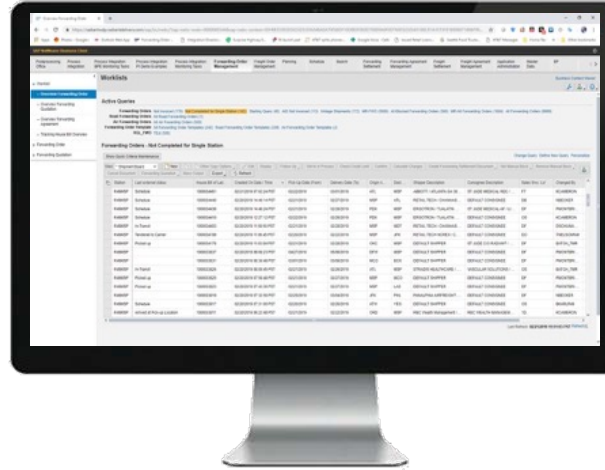
Radiant enjoys a robust, scalable technology platform to support its future growth.

## CUSTOMER PORTAL



- Direct integration with SAP TM
- Visual tracker providing status of shipments
- Highly versatile dashboard allows user to quickly search and filter data to see records for pertinent activities
- Radiant-developed, with a continuous feature set as business expands

## AGENT PORTAL



- Robust platform supporting all key modes
- Separate, integrated modules for booking, routing, settlement
- User configurable screens and worklists
- Extensive data elements for analytics and customer reporting

## SAP TM ROLL-OUT

- Radiant maintains a highly-customizable, enterprise IT platform to support its multi-brand strategy
- The Company has chosen SAP TM as its platform going forward and is effectively and methodically deploying the system across its network
- The Company's IT team developed a "middleware" solution that allows any TMS to quickly integrate into Radiant's financial system
  - Acts as a transmission between any other TMS and SAP ECC and allows agent stations and company-owned locations to use legacy systems concurrently with the new system as they transition, facilitating a seamless integration

**Radiant is one of the first 3PLs in North America to deploy SAP TM, a competitive advantage in targeting the installed customer base of shippers operating on SAP.**

**To meet our current and future growth, Radiant's production environments are deployed in AMAZON WEB SERVICES (AWS). AWS is a premier hyperscaler providing stable and scalable global infrastructure with the capabilities to expand our footprint.**

# A Talented and Experienced Management Team



Radiant is led by a deep management team with extensive industry experience, a long track record of success and is aligned with shareholders. The Founder/CEO continues to own ~20% of the shares outstanding.

## EXECUTIVE LEADERSHIP TEAM



**Bohn Crain**

*Founder, Chairman,  
& CEO*



**Todd Macomber**

*SVP, CFO, and Treasurer*



**Jaime Becker**

*SVP, General Counsel and  
Secretary*



**Arnie Goldstein**

*SVP and CCO*



**Laurent Grousseau**

*SVP and CTO*





# Diversified Customer Base



Radiant provides customized time critical domestic and international transportation and logistics solutions to a diversified customer base of manufacturers, distributors and retailers.

## HIGHLY DIVERSIFIED CUSTOMER BASE (1)

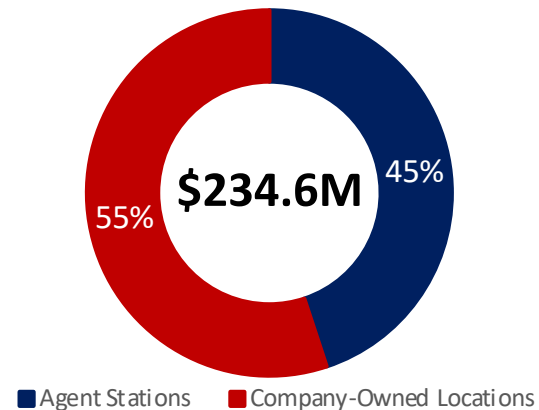
- Over 12,000 individual customers
- No single agency station accounts for more than 6.1% of adjusted gross profit
- Top 5 agency stations account for less than 17.0% of adjusted gross profit
- Top 10 customers account for less than 21.3% of adjusted gross profit
- No single customer accounts for more than 4.5% of adjusted gross profit

(1) For TTM Ended December 31, 2024

(2) \$ in millions

## ADJUSTED GROSS PROFIT BY STATION TYPE (2)

### Agency vs Company-Owned



## INDUSTRIES SERVED



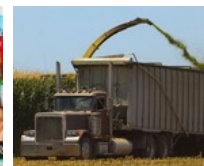
Aviation & Automotive



Military & Government



Manufacturing & Consumer Goods



Industrial & Farm



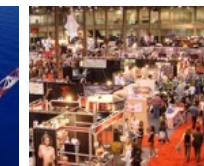
Medical, Healthcare & Pharmaceuticals



Electronics & High Tech



Oil & Gas/Energy



Trade Shows, Events & Advertising



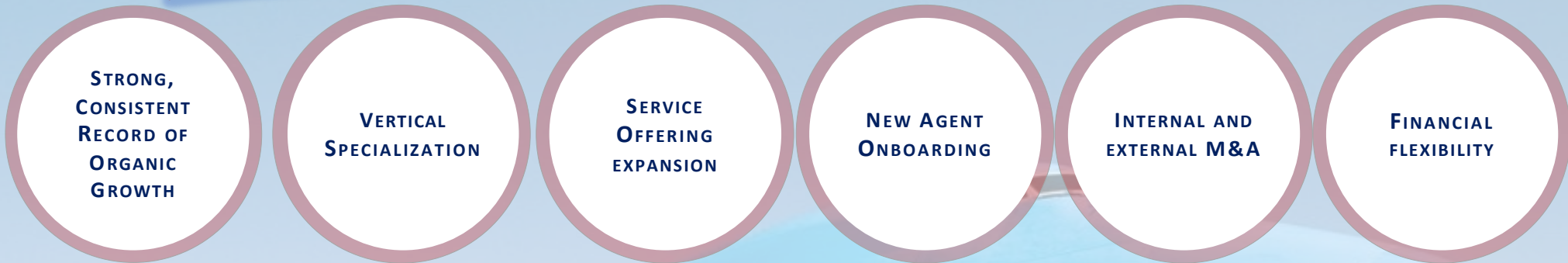
Retail

# Key Investment Highlights



✓	<b>LEADING MULTI-MODAL 3PL SERVICE PROVIDER</b> A PLATFORM FOR GROWTH WITH A PROVEN TRACK RECORD OF PROFITABLE GROWTH THROUGH A NETWORK OF 100+ AGENT AND COMPANY-OWNED LOCATIONS; RADIANT HAS MAINTAINED THE BRANDS FROM ITS AGENT NETWORK ACQUISITIONS INCLUDING AIRGORUP (2006), ADCOM (2008), DISTRIBUTION BY AIR (2011) AND SBA (2015).
✓	<b>15+YEAR FIRST TO MARKET ADVANTAGE AND UNIQUELY POSITIONED IN THE MARKETPLACE</b> THE PREFERRED PARTNER FOR LOGISTICS ENTREPRENEURS WITH A ROBUST SERVICE OFFERING AND BUILT-IN EXIT STRATEGY FROM ITS MULTI-BRAND PLATFORM; PROVIDES MULTIPLE ON-RAMPS FOR AGENTS TO JOIN THE NETWORK WHILE CREATING A PIPELINE OF ATTRACTIVE TUCK-IN ACQUISITIONS
✓	<b>HIGHLY DIVERSIFIED CUSTOMER BASE</b> SIGNIFICANT LONG-STANDING CUSTOMER RELATIONSHIPS ACROSS THE PLATFORM – NO ONE CUSTOMER REPRESENTS MORE THAN 4.5% OF TRAILING TWELVE MONTHS ENDED DECEMBER 31, 2024, ADJUSTED GROSS PROFIT
✓	<b>ROBUST IT PLATFORM</b> MEANINGFUL INVESTMENTS IN IT INFRASTRUCTURE TO SUPPORT SCALE AND ENHANCE OPERATIONAL EXECUTION AND EFFICIENCIES; ONE OF THE FIRST 3PLS IN NORTH AMERICA TO IMPLEMENT SAP TM; HAVE UTILIZED SAP ERP SINCE INCEPTION, PROVIDING ROBUST ANALYTICS & FUNCTIONALITY
✓	<b>TALENTED AND EXPERIENCED MANAGEMENT TEAM WITH SIGNIFICANT EQUITY OWNERSHIP</b> MANAGEMENT HAS DEEP EXPERIENCE AND IS ALIGNED WITH SHAREHOLDERS (FOUNDER/CEO OWNS ~20% OF THE SHARES OUTSTANDING); COMMITTED TO CONTINUING TO GROW THE PLATFORM
✓	<b>ESTABLISHED INFRASTRUCTURE WITH MULTIPLE OPPORTUNITIES FOR FUTURE GROWTH AND MARGIN EXPANSION</b> SCALABLE PLATFORM IN TERMS OF PEOPLE, PROCESS AND TECHNOLOGY WITH FINANCIAL FLEXIBILITY (LOW LEVERAGE) TO SUPPORT M&A; BUILT-IN ACQUISITION PIPELINE AS AGENT STATIONS CONVERT TO COMPANY-OWNED LOCATIONS; LIMITED RISK AS AGENT STATIONS ALREADY OPERATE AS PART OF THE NETWORK; INCREMENTAL COST SYNERGIES AVAILABLE AT THE STATION LEVEL

# Multiple Opportunities for Future Growth



## STRONG, CONSISTENT RECORD OF ORGANIC GROWTH

## VERTICAL SPECIALIZATION

## SERVICE OFFERING EXPANSION

## NEW AGENT ONBOARDING

## INTERNAL AND EXTERNAL M&A

## FINANCIAL FLEXIBILITY

- Entrepreneurial characteristics of the leading agent-based network, underpinned by Management's focus on increasing company-owned same-store-sales, provides consistent organic growth
- Leveraging investment in Salesforce platform is to drive continued organic growth momentum
- People, process and technology investments will continue to deliver productivity gains in the back-office and margin expansion (adj. EBITDA as a function of adjusted gross profit margin)

- Vertical strategy focusing on key end markets such as military & government, healthcare & life sciences, and humanitarian / NGO, continues to deliver results
- Former operators in respective industries serve as vertical experts, providing deep institutional knowledge to agents and internal sales force
- Vertical experts typically bring an existing book of business with them when joining Radiant, bolstering organic revenue growth

- Leveraging competencies acquired in Wheels, Lomas and Navegate acquisitions that continue to build out freight brokerage, intermodal, CHB and technology offerings to enhance and deepen customer relationships
- Continuing to grow through a strategy of bundling value-added logistics solutions with core transportation service offering
- Significant opportunity to cross-sell services to existing customers only utilizing one or two service offerings

- Radiant's multi-brand strategy provides a number of ways to add new agent stations / locations into the network
- The Company's three Regional Vice Presidents are each charged with recruiting agents to the Radiant platform.
- Incremental cost of supporting the next agent station is very small
- Continuing to replenish a pipeline of potential tuck-in acquisitions as agent stations ultimately convert

- Active M&A pipeline, with out-of-network opportunities currently in progress
- 100+ agent stations provide embedded pipeline of potential acquisition targets
- Opportunity to consolidate operations into one of 30+ company-owned locations provides additional synergy potential
- U.S. Forwarding, U.S. Brokerage, and Canada provide three discreet platforms to support M&A efforts

- \$19.9M in cash and only \$1.8M in debt at 12/31/24
- \$200 million facility, not including access to an additional \$75 million accordion feature to support our future M&A activities.
- Company's stock repurchase program authorizing the discretionary repurchase of up to 5.0 million shares of Radiant stock through December 31, 2025.

## SCALABLE PLATFORM

World-class IT system, corporate infrastructure, and multi-brand strategy provide ability to efficiently add new agents to the network, grow existing locations and agents organically, and realize significant back-office synergies from acquisitions

# Reconciliations of Non-GAAP Financial Measures

## Reconciliation of Total Revenues to adjusted gross profit, Net Income Allocable to Common Stockholders to EBITDA and Adjusted EBITDA.

(In thousands)	Year Ended June 30,					TTM 12/31/24
	2020	2021 (as restated)	2022	2023	2024	
<b>Adjusted gross profit</b>						
Revenues	\$ 855,197	\$ 899,812	\$ 1,459,419	\$ 1,085,486	\$ 802,470	\$ 858,700
Cost of transportation and other services	645,824	678,406	1,153,134	801,646	565,947	624,140
Adjusted gross profit	\$ 209,373	\$ 221,406	\$ 306,285	\$ 283,840	\$ 236,523	\$ 234,560
Adjusted gross profit margin	24.5%	24.6%	21.0%	26.1%	29.5%	27.3%

(In thousands)	Year Ended June 30,					TTM 12/31/24
	2020	2021 (as restated)	2022	2023	2024	
<b>Reconciliation of GAAP net income to adjusted EBITDA</b>						
GAAP net income (loss) attributable to Radiant Logistics, Inc.	\$ 10,541	\$ 23,110	\$ 44,464	\$ 20,595	\$ 7,685	\$ 13,921
Income tax expense	3,157	5,951	12,692	6,305	1,523	3,413
Depreciation and amortization	16,571	16,642	18,716	23,157	18,552	19,390
Net interest expense	2,826	2,531	3,191	1,889	(1,277)	(948)
EBITDA	33,095	48,234	79,063	51,946	26,483	35,776
Share-based compensation	1,663	1,071	1,798	2,503	2,611	(614)
Change in fair value of contingent consideration	1,752	4,350	767	(646)	(450)	(1,100)
Acquisition related costs	577	42	596	185	526	390
Cybersecurity event	-	-	684	6	266	266
Litigation costs	1,061	535	568	1,208	594	(90)
Gain on litigation settlement	-	(25)	-	-	-	(1,000)
Transition and lease termination costs	586	-	-	30	76	1,166
Change in fair value of interest rate swap contracts	(600)	594	(1,840)	(383)	1,197	1,205
Gain on forgiveness of debt	-	(5,987)	-	-	-	-
Restatement costs	-	-	-	1,544	-	-
Foreign currency transaction loss (gain)	125	189	(718)	(755)	(143)	(245)
Adjusted EBITDA	\$ 38,259	\$ 49,003	\$ 80,918	\$ 55,638	\$ 31,160	\$ 35,754

***It's the Network that Delivers!®***

**THANK YOU**