RADIANT®

It's the Network that Delivers!®

(NYSE American: RLGT)

GLOBAL TRANSPORTATION & LOGISTICS
Overview through FQ3 March 31, 2025

AIRGROUP A RADIANT LOGISTICS COMPANY

DBA Distribution By Air A RADIANT LOGISTICS COMPANY

ADCOM WORLDWIDE A RADIANT LOGISTICS COMPANY

SBA Global Logistic Services A RADIANT LOGISTICS COMPANY

RADIANT. ROAD & RAIL

RADIANT. CANADA

RADIANT. GLOBAL LOGISTICS

RADIANT. WORLD TRADE SERVICES

RADIANT. CUSTOMS SERVICES

Disclaimer

RADIANT

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

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 $888.1 million, adjusted gross profit of $239.6 million and adjusted EBITDA of $39.9 million for the trailing twelve months ended March 31, 2025.

KEY STATISTICS

$888.1M
Gross Revenue TTM Ended 3/31/2025

$239.6M
Adjusted gross profit TTM Ended 3/31/2025

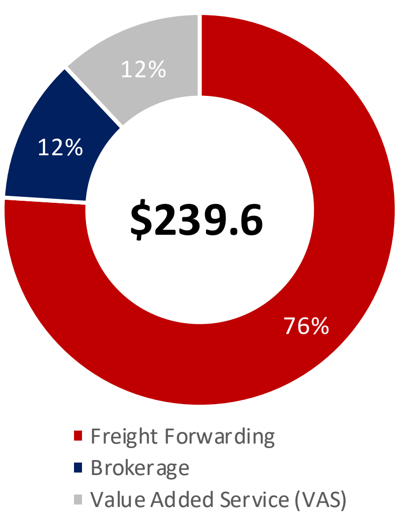
$39.9M
Adj. EBITDA TTM Ended 3/31/2025

100+
Company-Owned Locations and Agent Stations

32
Completed Acquisitions

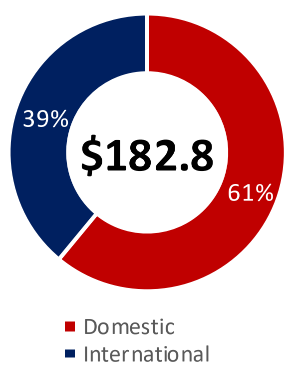
ADJUSTED GROSS PROFIT For the Trailing Twelve Months Ended March 31, 2025 *($ in millions)*

SERVICE OFFERING

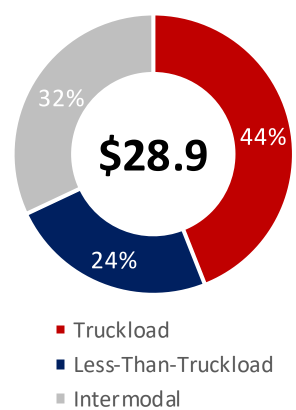


COMPELLING DIVERSITY OF ADJUSTED GROSS PROFIT BY SERVICE OFFERING

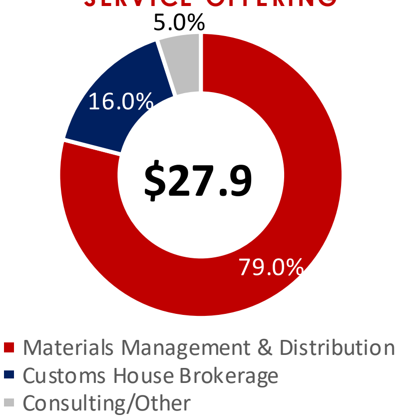
FREIGHT FORWARDING



BROKERAGE BY MODE



VALUE-ADDED SERVICE OFFERING



A PROVEN GROWTH PLATFORM

RADIANT

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

FYE 2006 – 2025
TTM Ended 3/31 CAGRs
Gross Revenue: 20.6%
Adj. EBITDA: 25.7%

~$25MM
FY2006 Revenue

Distribution By Air — A RADIANT LOGISTICS COMPANY

Radiant acquires its first company-owned locations through DBA

ADCOM WORLDWIDE — A RADIANT LOGISTICS COMPANY

Radiant embarks on multi-brand strategy

AIRGROUP — A RADIANT LOGISTICS COMPANY

Radiant is launched with initial investment in AIRGROUP

~$500MM
FY2015 Revenue

wheels

Largest acquisition to date, providing intermodal and brokerage capabilities

SBA

~$855MM
FY2020 Revenue

$888.1 MM
TTM Ended 3/31/2025
Revenue

Navegate — A RADIANT LOGISTICS COMPANY

Navegate acquisition completed, bringing a proprietary technology platform to facilitate global trade management

Radiant remains opportunistically acquisitive, seeking companies with complementary geographical and logistics service offerings

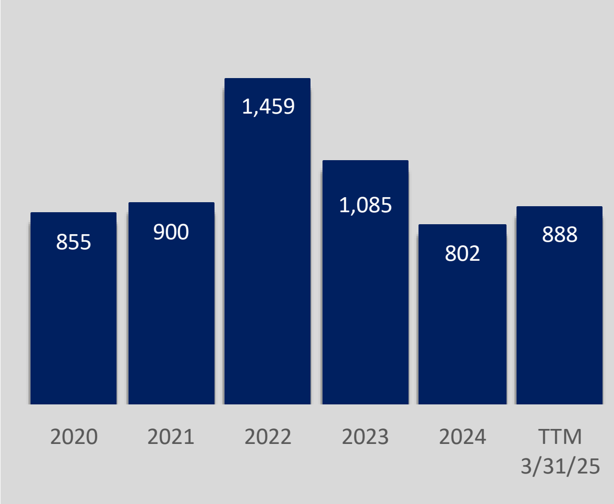
A Track Record of Profitable Growth

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

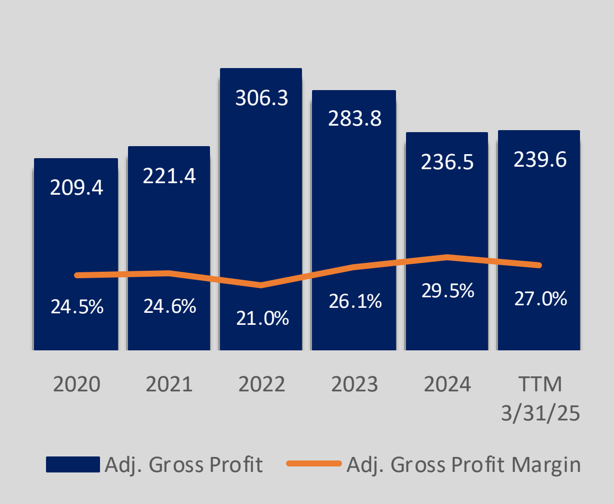
- For the Trailing Twelve Months Ended March 31, 2025, Radiant generated $239.6 million in adjusted gross profit and $39.9 million in adjusted EBITDA
- A track record of seamlessly integrating company-owned locations and realizing meaningful post-acquisition synergies, combined with an active M&A pipeline, creates compelling levers to further accelerate growth
- Radiant's adjusted EBITDA margin (i.e. adjusted EBITDA as a percentage of adjusted gross profit) is 16.7% for the Trailing Twelve Months Ended March 31, 2025

CONSISTENT FINANCIAL PERFORMANCE

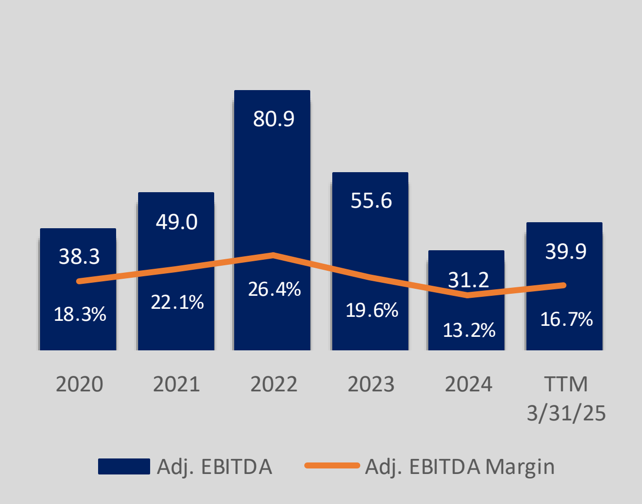
GROSS REVENUE
For the Fiscal Years Ended 2020 – 2025
($ in millions)



ADJUSTED GROSS PROFIT & ADJUSTED GROSS PROFIT MARGIN
For the Fiscal Years Ended 2020 – 2025
($ in millions)



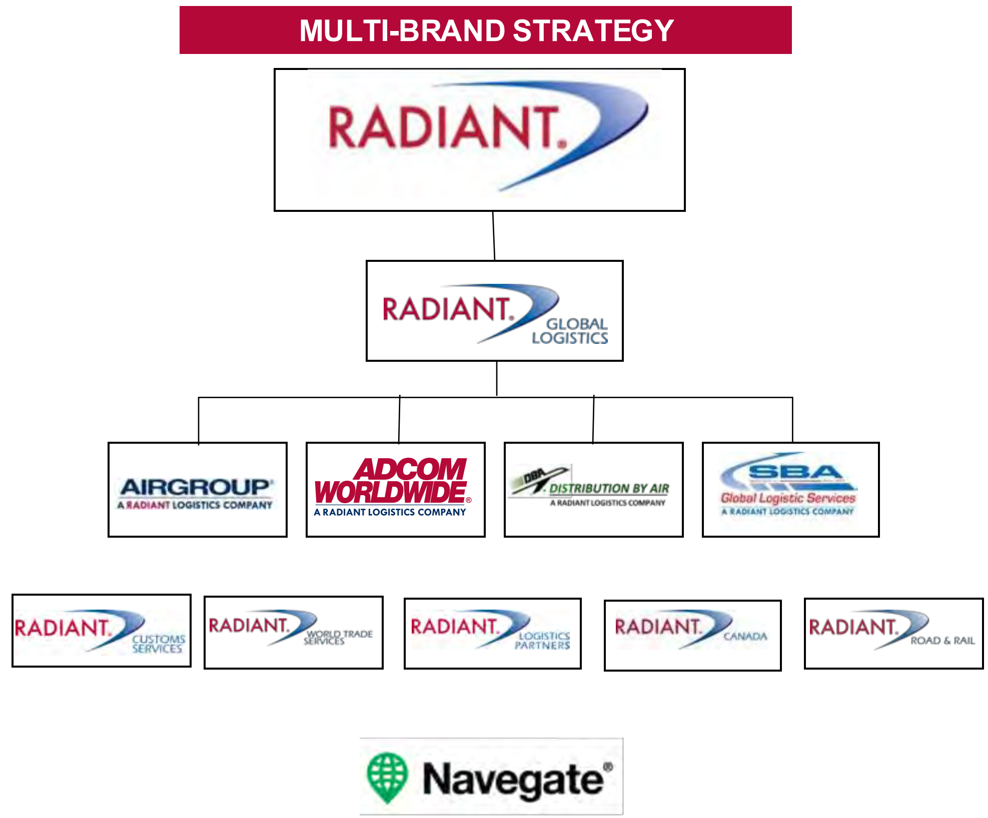
ADJ. EBITDA & ADJ. EBITDA MARGIN
For the Fiscal Years Ended 2020 – 2025
($ in millions)



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

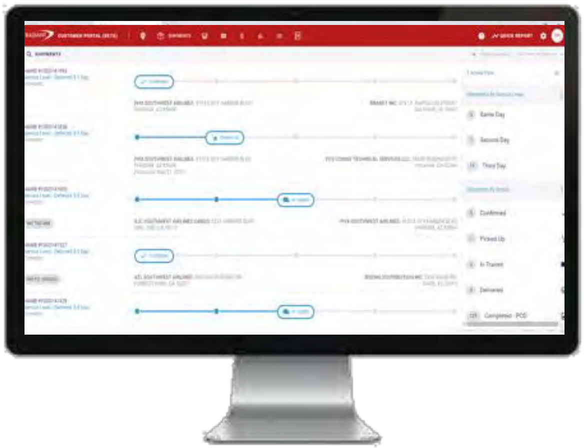


A Robust Technology Platform

RADIANT

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

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.

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

A Talented and Experienced Management Team

RADIANT

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

STONEPATH LOGISTICS
SCHNEIDER
CSX

Todd Macomber
SVP, CFO, and Treasurer

3M
BIOTRACE INTERNATIONAL
International BioProducts Incorporated

Jaime Becker
SVP, General Counsel and Secretary

CONVOY
amazon
OSBORNE CONSTRUCTION CO

Arnie Goldstein
SVP and CCO

SBA
hellmann WORLDWIDE LOGISTICS
PACER
exel
DANZAS

Laurent Grousseau
SVP and CTO

PILOT A Maersk Company
ceva LOGISTICS
KUEHNE+NAGEL

Diversified Customer Base

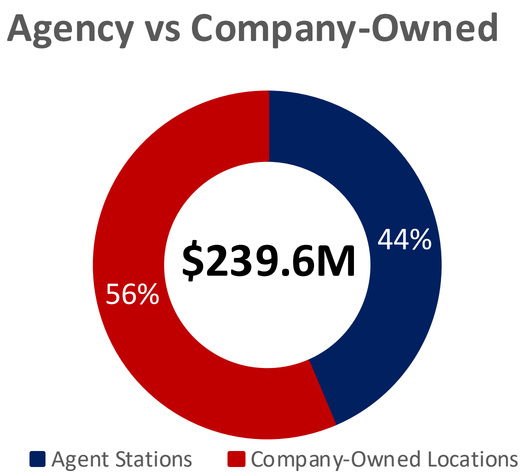
Radiant provides customized time critical domestic and international transportation and logistics solutions to a diversified customer base of manufacturers, distributors and retailers.

HIGHLY DIVERSIFIED CUSTOMER BASE (1)

- Over 12,000 individual customers
- No single agency station accounts for more than 5.2% of adjusted gross profit
- Top 5 agency stations account for less than 16.0% of adjusted gross profit
- Top 10 customers account for less than 21.0% of adjusted gross profit
- No single customer accounts for more than 3.8% of adjusted gross profit

(1) For TTM Ended March 31, 2025
(2) $ in millions

ADJUSTED GROSS PROFIT BY STATION TYPE (2)



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

RADIANT

✓	**Leading Multi-Modal 3PL Service Provider** 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).
✓	**15+Year First to market Advantage and Uniquely Positioned in the marketplace** 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
✓	**Highly Diversified Customer Base** Significant long-standing customer relationships across the platform – no one customer represents more than 3.8% of trailing twelve months ended March 31, 2025, adjusted gross profit
✓	**Robust IT Platform** 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
✓	**Talented and Experienced Management Team with Significant equity ownership** Management has deep experience and is aligned with shareholders (founder/CEO owns ~20% of the shares outstanding); committed to continuing to grow the platform
✓	**Established Infrastructure with Multiple Opportunities for Future Growth and Margin Expansion** 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

RADIANT

Strong, Consistent Record of Organic Growth

- 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 Specialization

- 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

Service Offering Expansion

- 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

New Agent Onboarding

- 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

Internal and External M&A

- 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

Financial Flexibility

- $19.0M in cash and $29.2M in debt at 3/31/2025
- $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,					
Adjusted gross profit	2020	2021 (as restated)	2022	2023	2024	TTM 3/31/25
Revenues	$ 855,197	$ 899,812	$ 1,459,419	$ 1,085,486	$ 802,470	$ 888,148
Cost of transportation and other services	645,824	678,406	1,153,134	801,646	565,947	648,534
Adjusted gross profit	$ 209,373	$ 221,406	$ 306,285	$ 283,840	$ 236,523	$ 239,614
Adjusted gross profit margin	24.5%	24.6%	21.0%	26.1%	29.5%	27.0%

(In thousands)						
Reconciliation of GAAP net income to adjusted EBITDA	2020	2021 (as restated)	2022	2023	2024	TTM 3/31/25
GAAP net income (loss) attributable to Radiant Logistics, Inc.	$ 10,541	$ 23,110	$ 44,464	$ 20,595	$ 7,685	$ 17,165
Income tax expense	3,157	5,951	12,692	6,305	1,523	3,937
Depreciation and amortization	16,571	16,642	18,716	23,157	18,552	19,672
Net interest expense	2,826	2,531	3,191	1,889	(1,277)	(564)
EBITDA	33,095	48,234	79,063	51,946	26,483	40,210
Share-based compensation	1,663	1,071	1,798	2,503	2,611	(1,095)
Change in fair value of contingent consideration	1,752	4,350	767	(646)	(450)	(850)
Acquisition related costs	577	42	596	185	526	440
Cybersecurity event	-	-	684	6	266	-
Litigation costs	1,061	535	568	1,208	594	(227)
Gain on litigation settlement	-	(25)	-	-	-	(1,000)
Transition and lease termination costs	586	-	-	30	76	1,376
Change in fair value of interest rate swap contracts	(600)	594	(1,840)	(383)	1,197	1,326
Gain on forgiveness of debt	-	(5,987)	-	-	-	-
Restatement costs	-	-	-	1,544	-	-
Foreign currency transaction loss (gain)	125	189	(718)	(755)	(143)	(236)
Adjusted EBITDA	$ 38,259	$ 49,003	$ 80,918	$ 55,638	$ 31,160	$ 39,944
Adjusted EBITDA as a % of adjusted gross profit	18.3%	22.1%	26.4%	19.6%	13.2%	16.7%

RADIANT

It's the Network that Delivers!®

THANK YOU