RADIANT®

SUSTAINABILITY REPORT 2025

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LETTER FROM THE CEO

I'm proud to share Radiant's latest Sustainability Report. This report reflects where we stand today and, more importantly, where we're heading: advancing strategies that strengthen our environmental, social, and governance (ESG) performance while continuing to deliver value for our customers, partners and communities.

As a global logistics network, Radiant plays a vital role in the movement of goods that power the world's economy. That reach also gives us both an opportunity and responsibility to lead with purpose. Our focus is clear: to innovate, collaborate, and continuously improve how we service our customers, while at the same time being intentional in our efforts to deliver positive impact on our communities and the environment.

Positive Environmental Impact

Our approach to environmental stewardship goes beyond reducing harm, it's about amplifying the good we can do. Radiant continues to advance initiatives in sustainable energy, recycling, and circular economy practices that make our operations cleaner and more efficient. By partnering with customers, carriers, and vendors who share our values, we're creating meaningful change across our value chain. Every step we take, whether optimizing routes, reducing waste, or investing in cleaner energy, moves us closer to a logistics network that leaves the planet better than we found it.

Social Responsibility

Building stronger communities is fundamental to who we are. Radiant invests in workforce development, embraces diversity and inclusion, and supports local and global initiatives that uplift those in need. From transporting critical supplies to disaster-affected regions to supporting humanitarian relief efforts worldwide, our teams continue to embody what it means to serve with purpose. We believe that when we come together as employees, partners, and communities alike we create lasting impact and a more equitable, resilient world.

Governance with Purpose

Good governance isn't just a safeguard, it's a growth strategy. Radiant embeds sustainability principles into every level of decision-making, ensuring our policies, ethics, and accountability standards reflect both our values and our stakeholders' expectations. This commitment to transparency, trust, and responsibility enables us to deliver results that endure...financially, socially, and environmentally.

Looking Ahead

As we look to the years ahead, Radiant's focus remains on action and progress. We're setting measurable targets to deepen our positive handprint: expanding renewable energy use, investing in technology that drives smarter sustainability, and enhancing our community engagement programs. Through innovation and collaboration, we're building a network that doesn't just deliver freight, but delivers positive change.

Together with our customers, partners, and employees, we're creating the future of sustainable logistics. Thank you for being part of this journey. It's the Network that Delivers!—and we're proud to do our part to deliver a more sustainable future, today and for generations to come.

Bohn H. Crain | Founder, Chairman & CEO

DELIVERING GLOBAL REACH WITH RESPONSIBLE IMPACT

Radiant Logistics, Inc. (RLGT) is a publicly traded third-party logistics company delivering technology-enabled global transportation and value-added logistics solutions for customers primarily across the United States and Canada.

Through our network of company- and agent-owned locations, we provide domestic and international freight forwarding, truck and rail brokerage, and other integrated services supporting manufacturers, distributors, and retailers worldwide.

As a non-asset-based provider, Radiant does not own the trucks, ships, or aircraft used in our operations. This flexible model enables us to partner with carriers that share our commitment to safety, reliability, and environmental responsibility to optimize efficiency while minimizing our collective footprint.

Built on a partnership model, Radiant collaborates with logistics entrepreneurs to create shared value through an agent-based structure that encourages equity ownership, accountability, and long-term sustainable growth. As our network expands, we continue to invest in technology, global reach, and responsible business practices to advance efficiency, transparency, and measurable progress toward more resilient, low-impact supply chains.

Products & Services

The Radiant Network provides customized, time-critical transportation and logistics solutions across multiple industries. Vertical expertise includes:

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

Our value-added services include warehousing and distribution, customs brokerage, order fulfillment, inventory management, and advanced technology that enhances visibility, compliance, and performance across the supply chain.

Certifications, Affiliations & Key Memberships

Radiant actively engages with organizations across the transportation and logistics sectors to advance progress in climate action, safety, and ethical governance.

We continue to expand our certifications and affiliations to strengthen collaboration, drive innovation, and support responsible growth, delivering sustainable, high-value solutions for our customers, partners, and communities.

SmartWay Transport Partner — Getting There With Cleaner Air • Airforwarders Association • U.S. Department of Homeland Security • C-TPAT Customs-Trade Partnership Against Terrorism

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

THE RADIANT FAMILY OF BRANDS

ADCOM WORLDWIDE (A Radiant Logistics Company) • DBA Distribution By Air (A Radiant Logistics Company) • AIRGROUP (A Radiant Logistics Company) • SBA Global Logistic Services (A Radiant Logistics Company)

RADIANT. Canada • RADIANT. Road & Rail • RADIANT. Global Logistics • RADIANT. Specialty & Project Logistics • RADIANT. World Trade Services

BUILDING A MORE RESPONSIBLE, CONNECTED, AND RESILIENT NETWORK

Radiant's approach to sustainability reflects who we are: entrepreneurial, accountable, and people-focused. We view environmental, social, and governance (ESG) priorities as essential to managing risk, driving innovation, and creating long-term value for our customers, employees, communities, and shareholders.

Our Board of Directors provides strategic oversight of ESG initiatives, supported by an ESG Steering Committee and Task Force that integrate sustainability principles across our operations, products, and services. Together, these groups ensure alignment, transparency, and measurable progress.

In 2025, we expanded our sustainability reporting to strengthen accountability and disclose performance around key material topics. Looking ahead, we will continue to advance programs that reduce emissions, enhance education, and embed responsible practices throughout the Radiant Network.

BOARD OF DIRECTORS

Oversight of ESG strategy, risk management and performance

CEO

Accountability for sustainability outcomes and transparent reporting

ESG STEERING COMMITTEE

Strategic alignment, goal setting, and integration across business units

ESG TASK FORCE

Implementation, metrics tracking and continuous improvement

EXTERNAL ADVISORS

Independent review, industry benchmarking, and best-practice guidance

Together, these efforts ensure that sustainability is not a standalone initiative; it's embedded in the way we operate, grow, and create value for our stakeholders.

RADIANT STAKEHOLDERS & SUSTAINABILITY

Sustainability at Radiant is strengthened through collaboration. By engaging with key stakeholders, we identify shared priorities and create meaningful progress toward more sustainable, transparent supply chains.

Customers
Partnering on smarter, lower-emission logistics solutions.

Strategic Operating Partners
Driving innovation, technology adoption, and responsible growth.

Investors
Prioritizing long-term value, risk management, and ESG transparency.

Suppliers & Vendors
Working together on safety, ethical sourcing, and emissions reduction.

Employees
Empowering development, inclusion and wellbeing across our network.

Community
Operating responsibly and supporting initiatives in our local markets.

Regulators
Upholding environmental and trade compliance through transparent practices.

MATERIALITY ASSESSMENT & RELEVANT ESG TOPICS

Radiant has identified 11 key ESG topics vital to our business and stakeholders, guided by IFRS Sustainability Standards and logistics industry-based standards set by the Sustainability Accounting Standards Board (SASB).

We define materiality based on these IFRS standards, focusing on financially-material topics and working collaboratively with independent ESG advisory experts to develop policies and goals that drive progress.

In 2025, our primary strategic issue remains climate change, with significant investments in mapping, measuring, and reducing our greenhouse gas emissions. **This year, we set an ambitious goal to reduce GHG emissions by 30% by 2027** and expanded our GHG emissions inventory to include Scope 3 value chain emissions, which will help us identify opportunities for collaboration within 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

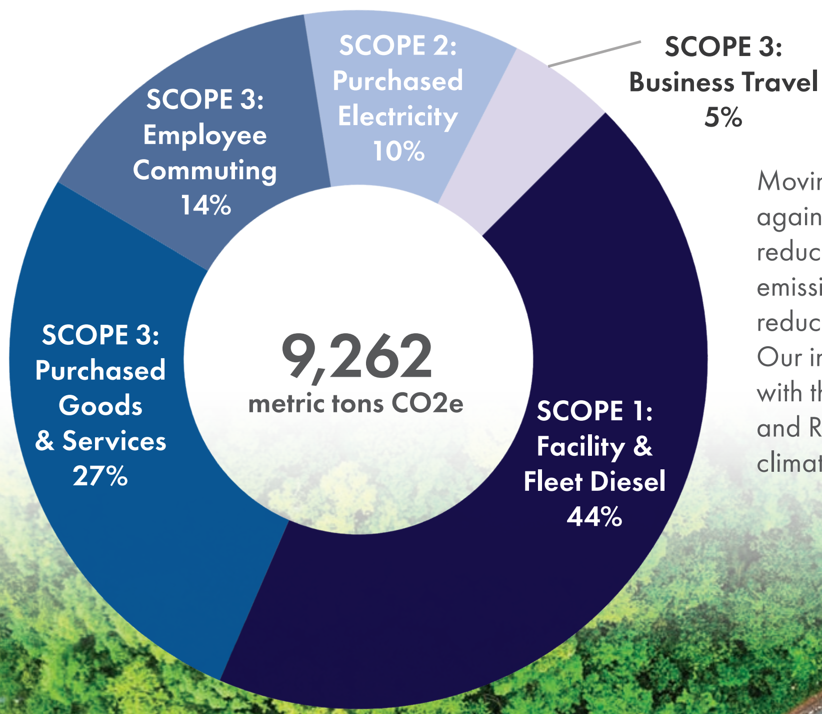
The United Nation's Sustainability Development Goals (SDGs) define objectives for peace and prosperity around the globe.

Environment

We recognize the crucial importance of addressing climate-related risks and opportunities to ensure the resilience and sustainability of our business for the future. Although we operate primarily as a non-asset-based business, we acknowledge the significant impact that our offices, warehouses, and specific business lines have on the global carbon footprint, which comprises 44% Scope 1 emissions, such as facility heating and fleet fuels, and 10% Scope 2 emissions, derived from purchased electricity. Additionally, we are committed to identifying emissions reductions in our value chain which represents 46% of our overall footprint.

In 2025, we extended our GHG Emissions Inventory to encompass Scope 3 emissions from purchased goods and services, employee commuting, and corporate business travel.

GHG EMISSIONS BY SOURCE: FISCAL 2025



Moving forward, we will monitor progress against our Scope 1 and Scope 2 GHG reduction targets while leveraging Scope 3 emissions data to identify opportunities for reducing emissions across our value chain. Our inventory was prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and aligns with IFRS climate-related disclosures.

RADIANT

PROGRESS: ENVIRONMENT

GHG EMISSIONS EQUIVALENCIES

In fiscal year 2025, Radiant Logistics achieved significant progress in reducing its greenhouse gas (GHG) emissions. We have successfully reduced Scope 1 and Scope 2 emissions by 9% year-over-year, marking a substantial improvement in our sustainability efforts.

Furthermore, this reduction represents a 23% decrease from our FY2022 baseline, demonstrating our ongoing commitment to mitigating climate impact. Additionally, we achieved a 19% year-over-year reduction in GHG emissions intensity per million revenue, underscoring our dedication to enhancing operational efficiency and reducing our carbon footprint while maintaining strong financial performance.

9,262 metric tons CO2e in 2025

GHG EMISSIONS EQUIVALENT TO:

1,277 homes' electricity use for one year

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

GHG EMISSIONS AVOIDED OR SEQUESTERED EQUIVALENT TO:

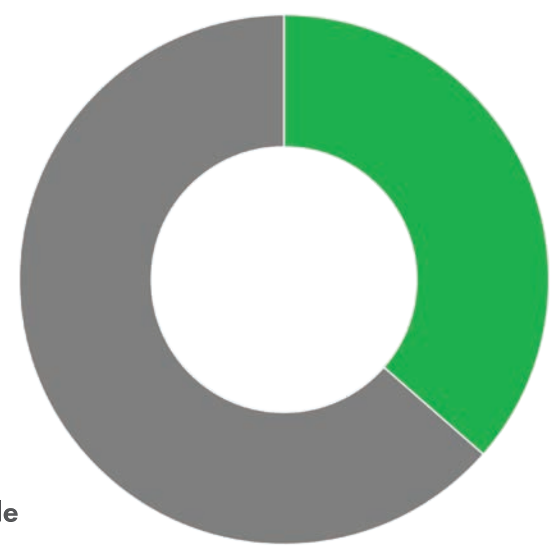
9,290 acres of U.S. forests in one year

3,273 tons of waste recycled instead of landfilled

RESOURCE USE

As a large and non-asset-based logistics company, we have direct control over selecting vendors and managing our warehouse operations to optimize efficiency, enhance utility savings, and reduce operating costs. We are dedicated to energy efficiency through LEED certification, optimizing facility size, and improving warehouse storage.

In 2025, renewable energy sources in our locations accounted for 36% of our total energy use. **We are actively collaborating with independent experts to identify renewable energy opportunities and working closely with local property managers and utility providers to further expand our use of renewable energy.** Our current GHG reduction strategy will significantly depend on transitioning to clean energy in our warehouses and offices, underscoring our commitment to sustainability and climate action.



1.9M Kilowatt-hours Renewable Energy

3.4M Kilowatt-hours Non-Renewable Energy

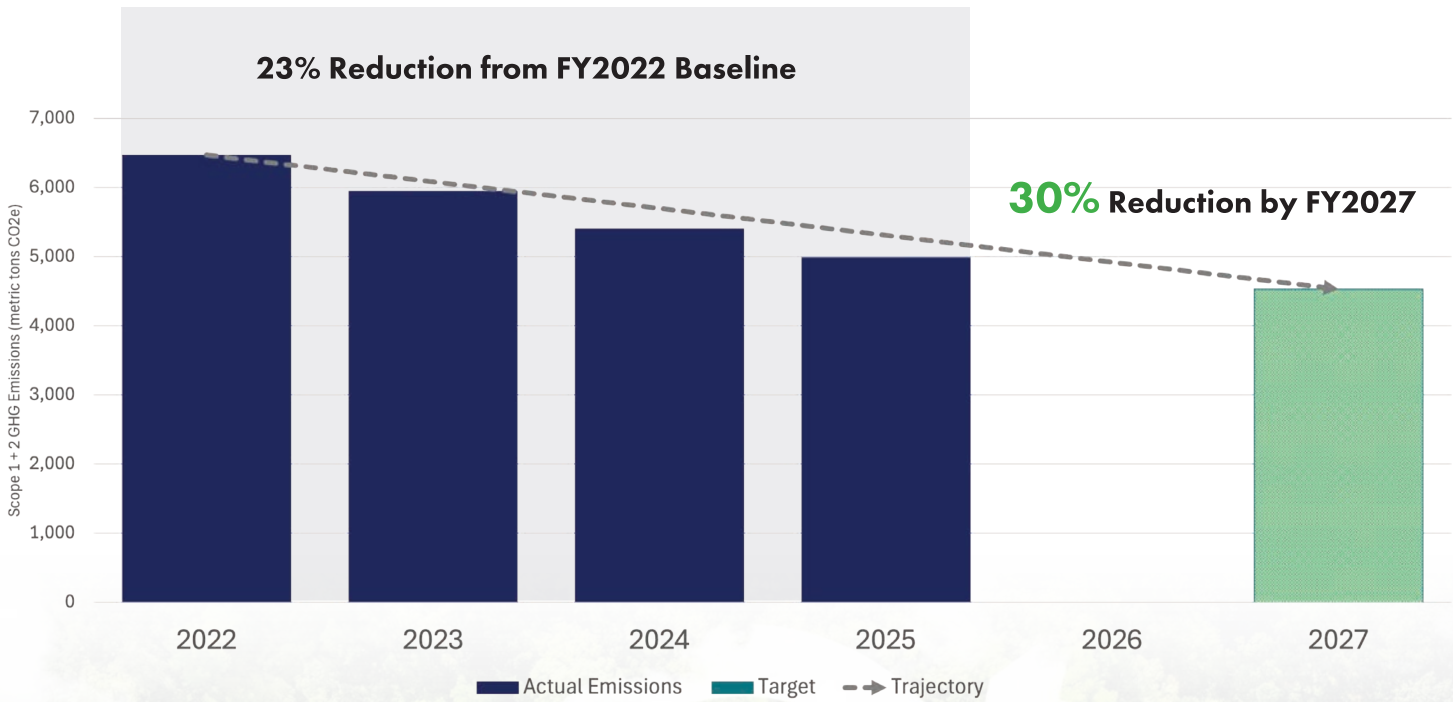
2027 Corporate Climate Target

In fiscal year 2025, Radiant Logistics, Inc. announced a new corporate climate goal to reduce greenhouse gas (GHG) emissions by 30% by 2027, compared to our 2022 baseline.

This target builds upon the progress made through our comprehensive GHG inventory and reflects our continued commitment to mitigating climate-related risks and advancing sustainable logistics solutions across our operations and value chain. Guided by the International Sustainability Standards Board (ISSB) and the Task Force on Climate-related Financial Disclosures (TCFD) frameworks, this goal underscores Radiant's data-driven approach to sustainability leveraging verified Scope 1 and Scope 2 data and expanding measurement of upstream and downstream Scope 3 emissions.

Achieving this reduction will be supported through energy efficiency initiatives, renewable electricity sourcing for company-owned facilities, and closer collaboration with our carrier and vendor partners to identify low-carbon transportation alternatives. This milestone marks a significant advancement in Radiant's climate strategy and reaffirms our role in supporting a more resilient, decarbonized global supply chain.

By committing to substantial emission reductions, we mitigate risks associated with climate change, such as increased operational disruptions, costs, and potential liabilities. Adapting to climate impacts early ensures long-term business resilience and sustainability.



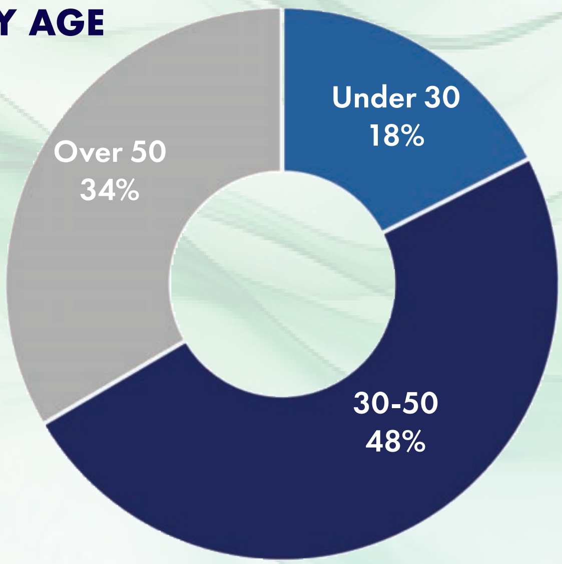
INVESTING IN PEOPLE

At Radiant, our people are the foundation of our success. We're committed to fostering a workplace that values collaboration, opportunity, and respect—where every individual can grow and contribute to our shared goals.

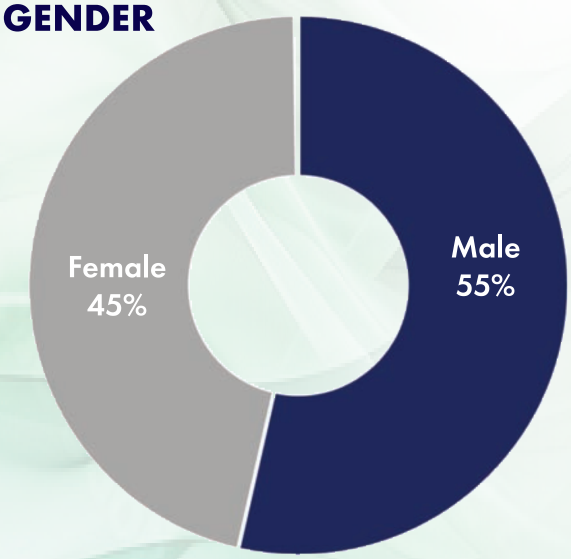
For Fiscal Year 2025, our workforce is 45% female and 55% male, with women representing 47% of all managers and 21% of executive leadership roles. We remain focused on expanding how we attract, develop, and advance talent across all levels of the organization.

As an equal opportunity employer, Radiant upholds a zero-tolerance policy for discrimination and fosters a culture grounded in respect, fairness, and belonging. Our Employee Handbook, which outlines these commitments, is accessible to all members of the organization and is regularly updated to align with evolving best practices in equity, inclusion, and employment.

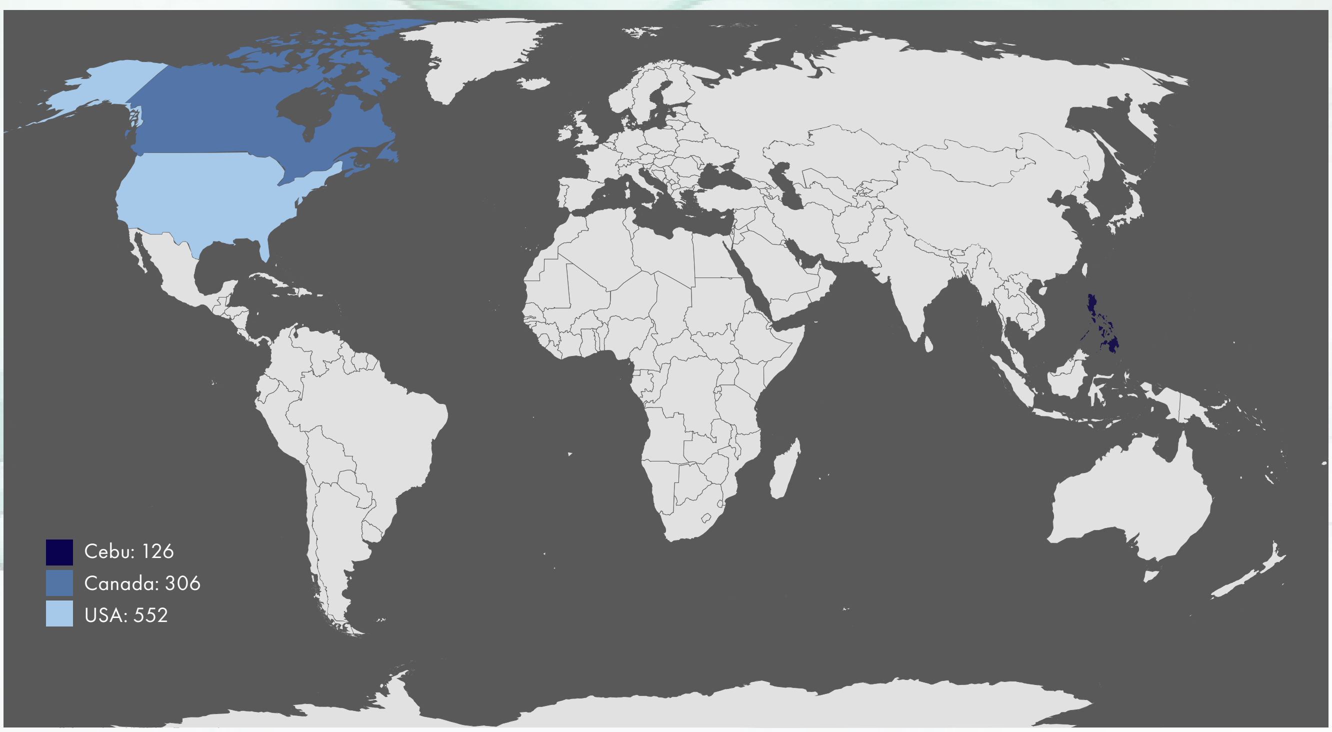
BY AGE



BY GENDER



BY COUNTRY



UPHOLDING HUMAN RIGHTS AND ETHICAL PRACTICES

At Radiant, we believe sustainable growth begins with respect: for people, for communities, and for the planet. In 2025, we strengthened this commitment through new Human Rights, Labor Rights, and Supply Chain Codes of Conduct that set clear expectations across our global network.

Our Supply Chain Code of Conduct ensures every partner operates with integrity, fairness, and transparency in upholding laws related to labor, environment, anti-corruption, and data protection. These standards promote responsible sourcing and ethical collaboration at every level of our operations.

Radiant's Human Rights and Labor Rights Policies further safeguard fair treatment, safe working conditions, and freedom of association for all individuals within our reach. Grounded in international principles, including those of the ILO, UN Global Compact, and Universal Declaration of Human Rights, these policies reinforce our zero-tolerance stance on discrimination, harassment, and forced or child labor.

Together, these frameworks help ensure that Radiant's growth reflects our values in building a supply chain rooted in accountability, dignity, and respect.

Radiant Logistics is proud to take these steps towards creating a more ethical and sustainable business model. By embedding these principles into our core operations, we aim to deliver lasting positive impacts on the communities we serve and contribute to a more equitable global supply chain.

Fruits of our labors: Pictured below is a Radiant supported American Heart Association project based in Lynnwood. The Washington West African Center (WAWAC) serves over 20,000 West African immigrants across the state. The American Heart Association and WA Food Coalition collaborated with WAWAC to create and implement policy surrounding donation guidelines and nutrition education to support community member's access to nutritious, culturally relevant foods.

American Heart Association.

Strengthening Community Health and Nutrition

Since 2022, Radiant has proudly partnered with the American Heart Association (AHA) to advance equity in community health—focusing on access to nutritious, affordable, and culturally relevant foods.

Through this partnership, Radiant's support has helped launch over 45 collaborative projects across Washington State, reaching more than 350,000 people since inception. In Fiscal Year 2025, the AHA and its 16 community partners that include health centers, Indigenous-led groups, universities, and rural resource centers have supported over 30,000 individuals in high-need populations.

Together, these efforts have strengthened local nutrition security through programs that integrate food insecurity screening and referrals in clinics and community organizations; improved access to healthy foods via community-informed nutrition policies; expanded cold storage and distribution capacity for fresh produce; and delivered culturally aligned nutrition education and summer meal programs

These initiatives ultimately move beyond food security to promote nutrition security and food sovereignty and empower communities to access and choose foods that nourish long-term health and cultural identity.

PROGRESS: GOVERNANCE

Integrated Services, Responsible Operations

At Radiant Logistics, Inc., we deliver global forwarding and brokerage services that span air, ocean, truck and rail, paired with value-added supply chain solutions like warehousing, distribution, order-fulfillment, inventory management and customs brokerage. Our non-asset-based model lets us tailor efficient transport across our North American and global network of locations.

As we scale our operations, we maintain rigorous standards of ethics and governance. Our publicly available Code of Ethics and Corporate Governance Principles anchor every business decision, ensuring fairness, transparency, and accountability across employees, customers, suppliers, investors and communities alike. In 2025, the Board of Directors made ESG matters a standing quarterly agenda-item, supported by a dedicated ESG Steering Committee and Task Force to drive learning, data gathering and decision-making around sustainability risks and opportunities.

Supplier Engagement & Responsible Practices
Sustainability isn't just internal, it extends across our broader supply ecosystem. In 2025, we rolled out our Supplier Code of Conduct and launched the Radiant Supplier ESG Questionnaire. A significant portion of our domestic suppliers are now required to review the Code, commit to its terms, and complete the questionnaire which covers labour rights, environment, ethics, data governance and more. Over time we will expand this requirement to all our suppliers globally.

We also continue our long-term membership in the SmartWay Transport Partnership, and actively participate in industry associations to promote best practices, reduce environmental footprint and enhance supply-chain transparency. In the past year we increased collaboration with our Strategic Operating Partners, supporting climate-related reporting and ethical practices across our network.

2025 HIGHLIGHTS

Strengthened ESG Governance	Board-level ESG oversight: quarterly review of sustainability risks and opportunities under the Steering Committee and Task Force.
Expanded Partner Engagement	Supplier ESG Questionnaire launched in 2025, covering labor, environment, ethics and data governance across our supply chain
Advancing Sustainable Logistics	SmartWay® Transport Partnership member, actively working to benchmark and reduce our collective environmental footprint.

Cyber & Data Security

Cybersecurity, data privacy, and data protection are essential to Radiant's operations. In serving our employees, partners, and customers, we manage sensitive information every day and recognize the growing reliance on our digital platforms. Our priority is to maintain a secure, resilient infrastructure that supports exceptional service while meeting global compliance standards. We continuously assess and manage material cybersecurity risks and monitor our overall security posture to ensure our controls remain effective.

Risk Management and Strategy

Protecting our data, systems, and stakeholder trust is a core pillar of our governance approach. Guided by the NIST Cybersecurity Framework, we take a risk-based approach to identifying and addressing threats that could impact our operations, compliance, or reputation. This includes risks originating within our IT environment as well as from critical third-party providers.

Our cybersecurity program is built on five pillars:

1. Governance & Oversight: Senior leadership and the Board regularly review cybersecurity strategy and risk posture.
2. Risk Management: Continuous identification and prioritization of risks with targeted mitigation.
3. Technology & Controls: Access management, network protection, and continuous monitoring tools.
4. Education & Awareness: Company-wide policies and ongoing training to maintain a security-first culture.
5. Monitoring & Improvement: Regular assessments and independent reviews to ensure effectiveness and adapt to evolving threats.

Together, these measures strengthen operational resilience, support regulatory compliance, and protect long-term value.

24/7 Endpoint Monitoring

Radiant's Network Operations and Security Center (NOSC) provides around-the-clock endpoint monitoring, enabling real-time threat detection and rapid response. This continuous oversight is a critical component of our cybersecurity posture and supports proactive risk management across our digital environment.

Future-Facing Security

Cyber threats continue to evolve, and so do we. Radiant remains committed to advancing our cybersecurity capabilities through ongoing improvements to our technologies, processes, and safeguards, ensuring we remain resilient, adaptable, and prepared.

DATA TABLE: GHG EMISSIONS INVENTORY

ENERGY USE FISCAL YEARS 2022-2025 ENERGY USE DATA

	FY 22	FY 23	FY 24	FY 25	% Change from Baseline
Scope 1 Emissions					
Office Heating, Fleet Fuels, Refrigerants	**5,552.1**	**4,930.4**	**4,577.3**	**4,080.5**	*-27%*
Scope 2 Emissions - Purchased Electricity					
Location-based method	**919.9**	**1,020.4**	**915.0**	**914.3**	*-1%*
Market-based method	919.9	1,020.4	915.0	914.3	
Scope 3 - Value Chain Emissions					
Category 1 - Purchased Goods and Services				2,550.9	
Category 6 - Business Travel				428.8	
Category 7 - Employee Commuting				1,287.8	
Scope 3 Emissions Total				**4,267.4**	
Energy Use					
Renewable Electricity Use (kWh)	1,642,285	1,653,785	2,086,376	1,976,588	*20%*
Non-renewable Electricity Use (kWh)	3,071,679	3,216,036	3,490,936	3,445,794	*12%*
Total Electricity Use (kWh)	4,713,964	4,869,821	5,577,312	5,422,382	*15%*
Percent Renewables (%)	34.8%	34.0%	37.4%	**36.5%**	*5%*
TOTAL EMISSIONS Scope 1+2 ***(metric tons CO_{2e})***	**6,472.0**	**5,950.8**	**5,492.3**	**4,994.9**	***-23%***
TOTAL EMISSIONS Scope 1+2+3 ***(metric tons CO_{2e})***				**9,262.2**	
Emissions Intensity per revenue (*metric tons per million $USD*)	4.4	5.5	6.8	5.5	*25%*
Emissions Intensity per FTE (Scope 1+2 *metric tons per FTE*)	7.7	6.4	5.9	5.4	*-34%*
Number of Employees *(FTEs)*	836	924	931	984	*18%*
Fiscal Year Revenue *($ Million USD)*	**$1,459.4**	**$1,085.5**	**$802.5**	**$902.7**	***-38%***

Note: FY22-FY25 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 Corporate 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 January 15, 2025).

For Radiant U.S. locations, Scope 2 emissions factors are based on USEPA Emissions & Generation Resource Integrated Database (eGRID released January 17, 2025) 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).

Scope 3 Purchased Goods and services emissions have been calculated based on USEPA's USEEIO supply chain GHG emission factors are based on US Environmentally-Extended Input-Output models and are presented in emissions per dollar of spend (based on Finance data). Scope 3 Employee commute emissions have been calculated based on USEPA vehicle emissions factors and estimated commute distances for U.S. and Cebu, Philippines workers (Canada workers distance traveled based on survey data).

Radiant estimated GHG emissions based on average energy use intensity for several office and warehouse locations in FY2022-FY2025; energy use intensity factors (kWh per square foot) were based on U.S. Energy Information Administration (EIA) Commercial Buildings Energy Consumption Survey data.

DATA TABLES: WORKFORCE DETAIL

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%**

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%**

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%**

Workforce data is based on Radiant Company Stores for Fiscal Year 2025

ESG MAPPING

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 Scarcity	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: Occupational Health & Safety
GOVERNANCE	**Radiant ESG Risk Assessment**	**ISSB Airfreight & Logistics Sector**	**Global Reporting Initiative**
	Supply Chains	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

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

It's the Network that Delivers!®