RADIANT®

It's the Network that Delivers!®

(NYSE American: RLGT)

GLOBAL TRANSPORTATION & LOGISTICS
Overview through FQ4 June 30, 2023

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

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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 prospectus to which this offering relates and the documents incorporated by reference therein. 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, adjusted EBITDA, adjusted net income, and adjusted net income per share, 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 preferred stock dividends, interest and taxes, and excludes 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 furniture and equipment, all amortization charges, including amortization of leasehold improvements and other intangible assets. We define adjusted EBITDA to exclude changes in contingent consideration, expenses specifically attributable to acquisitions, severance and lease termination costs, F/X gains and losses, extraordinary items, share-based compensation expense, non-recurring litigation expenses, and other non-cash charges. For adjusted net income, management uses a 24.5% tax rate to calculate the provision for income taxes to normalize Radiant's tax rate to that of its competitors and to compare Radiant's reporting periods with different effective tax rates. In addition, in arriving at adjusted net income, the Company adjusts for certain non-cash charges and significant items that are not part of regular operating activities. These adjustments include income taxes, depreciation and amortization, net interest expense, share-based compensation, change in fair value of contingent consideration, transition costs, lease termination costs, acquisition related costs, ransomware related costs, litigation costs, change in fair value of interest rate swap contracts, and gain on foreign currency transaction.

Our presentation of adjusted gross profit, EBITDA, adjusted EBITDA, adjusted net income, and adjusted net income per share 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, adjusted EBITDA, adjusted net income, and adjusted net income per share 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 has generated impressive financial results, with revenues of $1,085 million, adjusted gross profit of $283.8 million and adjusted EBITDA of $55.6 million for the trailing twelve months ended June 30, 2023.

KEY STATISTICS

$1.1B
Gross Revenue
TTM Ended 6/30/23

$283.8M
Adjusted gross profit
TTM Ended 6/30/23

$55.6M
Adj. EBITDA
TTM Ended 6/30/23

12.5%
2016-2023
EBITDA CAGR

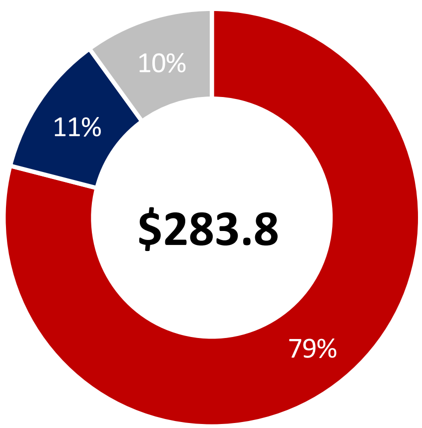
100+
Agent Stations

20+
Company-Owned
Locations

20
Completed
Acquisitions

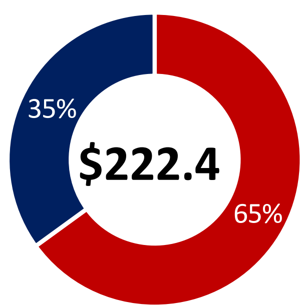
ADJUSTED GROSS PROFIT For the Trailing Twelve Months Ended June 30, 2023 ***($ in millions)***

SERVICE OFFERING

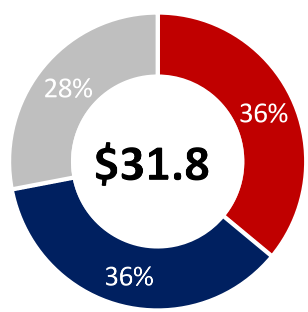


COMPELLING DIVERSITY OF ADJUSTED GROSS PROFIT BY SERVICE OFFERING

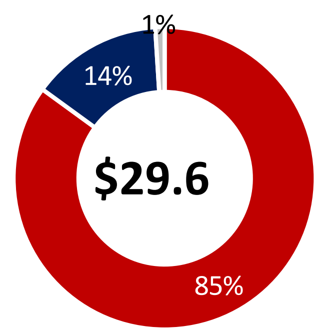
FREIGHT FORWARDING



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 – 2023
TTM Ended 6/30 CAGRs
Gross Revenue: 24.4%
Adj. EBITDA: 31.2%

~$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 Global Logistic Services

~$855MM
FY2020 Revenue

Navegate – A Radiant Logistics Company
Navegate acquisition completed, bringing a proprietary technology platform to facilitate global trade management

$1,085 MM
TTM Ended 6/30/23
Revenue

ISLA Intl (Agent station)
ALBS Logistics (Agent station)
Don Cameron & Associates (Agent station)
Phoenix Cartage (Agent station)
Highways & Skyways (Agent station)
Copper Logistics (Agent station)
Sandifer Valley (Agent station)
Dedicated Logistics Tech (Agent station)
Lomas (Agent station)
Friedway Enterprises/CIC2 (Agent stations)
Cascade Enterprises (Agent stations)

AGENT STATION AND COMPANY-OWNED LOCATION GROWTH

34 Agent Stations

100+ Agent Stations and Company Locations

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

A Track Record of Profitable Growth

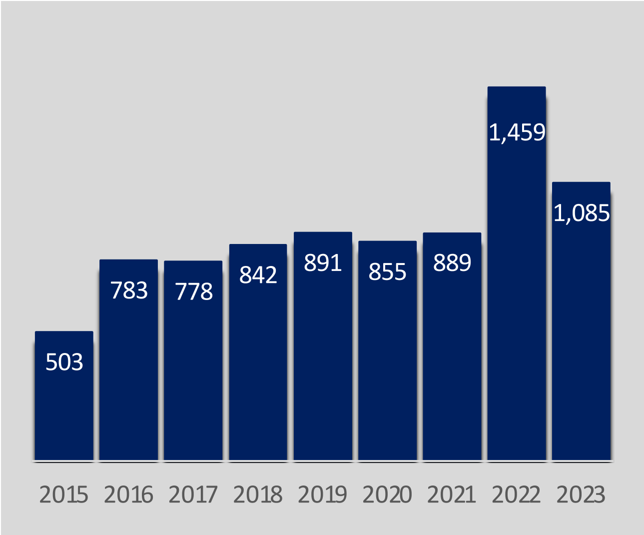
RADIANT

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

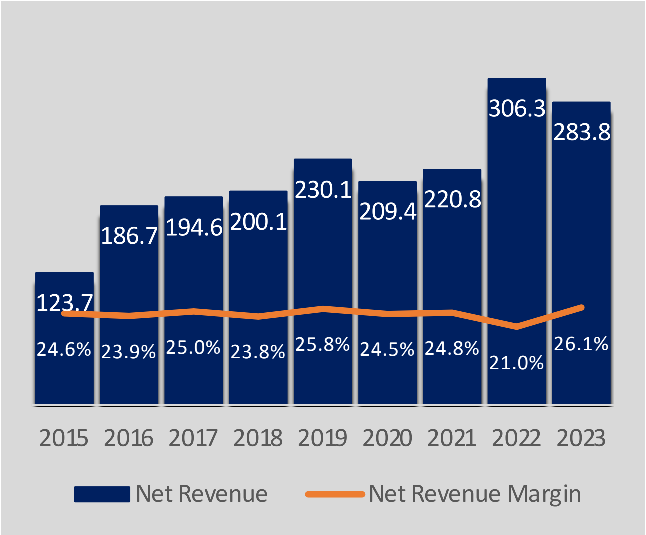
- For the Trailing Twelve Months Ended June 30, 2023, Radiant generated $283.8 million in adjusted gross profit and $55.6 million in adjusted EBITDA
- A track record of seamlessly integrating company-owned locations and realizing meaningful post-acquisition synergies, combined with an active M&A pipeline, creates compelling levers to further accelerate growth
- Radiant's adjusted EBITDA margin (i.e. adjusted EBITDA as a percentage of adjusted gross profit) is 19.6% for the Trailing Twelve Months Ended June 30, 2023

CONSISTENT FINANCIAL PERFORMANCE

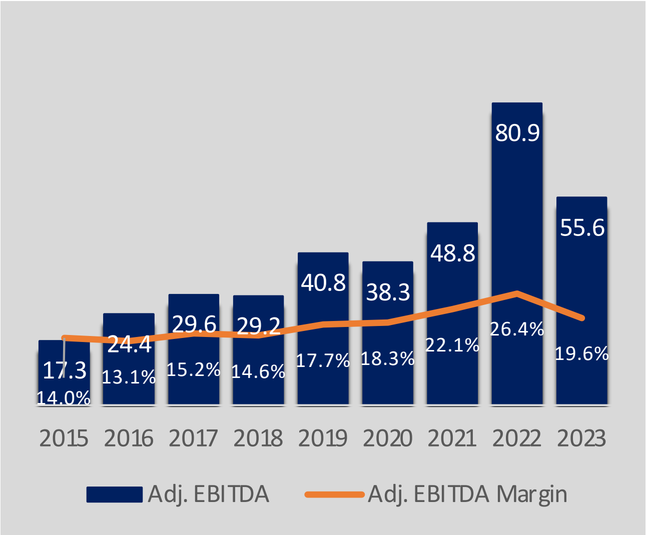
GROSS REVENUE
For the Fiscal Years Ended 2015 – 2023
($ in millions)



ADJUSTED GROSS PROFIT & ADJUSTED GROSS PROFIT MARGIN
For the Fiscal Years Ended 2015 – 2023
($ in millions)



ADJ. EBITDA & ADJ. EBITDA MARGIN
For the Fiscal Years Ended 2015 – 2023
($ in millions)

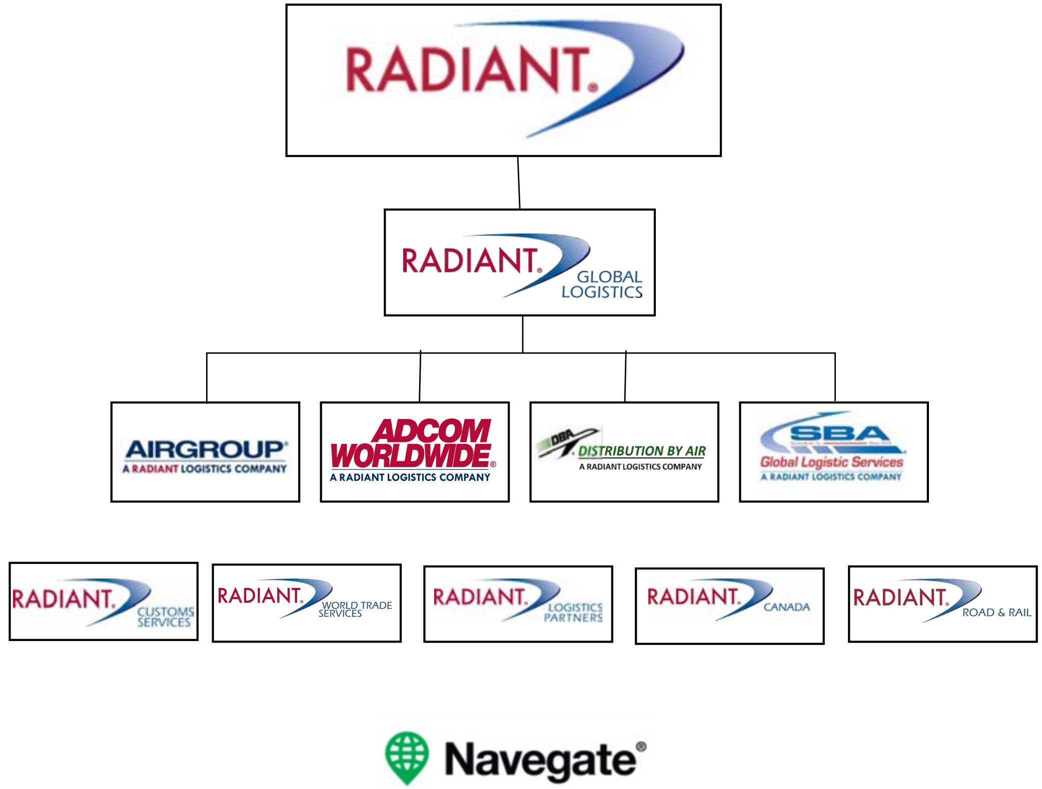


First to Market Advantage

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

MULTI-BRAND STRATEGY

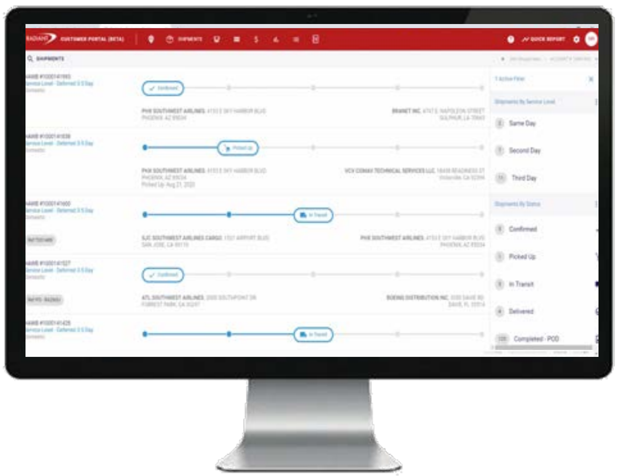


A Robust Technology Platform

RADIANT

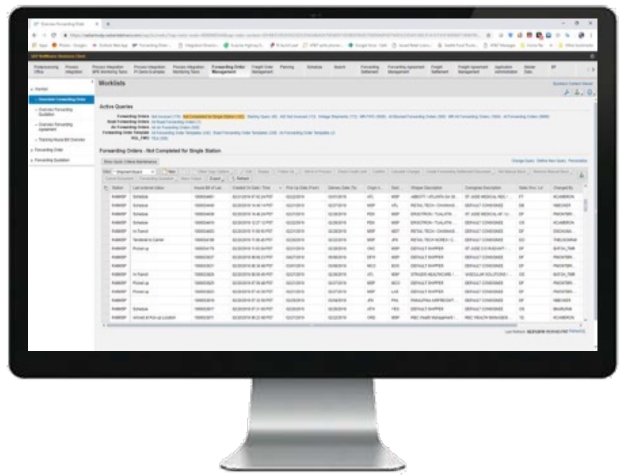
Radiant enjoys a robust, scalable technology platform to support its future growth.

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

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.

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
- Florida East Coast Industries
- CSX

Todd Macomber
SVP, CFO, and Treasurer

- 3M
- Biotrace International
- International BioProducts Incorporated

John Sobba
SVP, General Counsel and Secretary

- Litton / Intermec
- Nautilus
- StellarOne Corporation

Arnie Goldstein
SVP and CCO

- SBA Global Logistic Services
- Hellmann Worldwide Logistics
- Pacer
- Exel
- Danzas

Mark Rowe
SVP and CTO

- Lynden
- ABX Logistics
- Expeditors

Diversified Customer Base

RADIANT

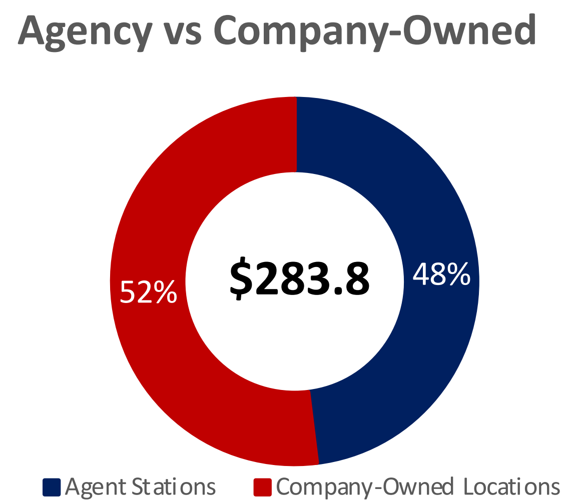
Radiant provides customized time critical domestic and international transportation and logistics solutions to a diversified customer base of manufacturers, distributors and retailers.

HIGHLY DIVERSIFIED CUSTOMER BASE (1)

- Over 12,000 individual customers
- No single agency station accounts for more than 5.0% of adjusted gross profit
- Top 5 agency stations account for less than 16.2% of adjusted gross profit
- Top 10 customers account for less than 18.5% of adjusted gross profit
- No single customer accounts for more than 4.1% of adjusted gross profit

(1) For TTM Ended June 30, 2023
(2) $ in millions

ADJUSTED GROSS PROFIT BY STATION TYPE (2)

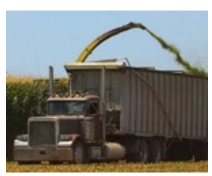


INDUSTRIES SERVED

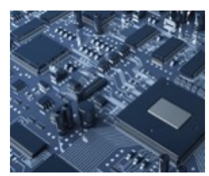

Aviation & Automotive


Military & Government

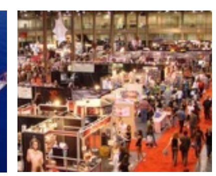
Manufacturing & Consumer Goods


Industrial & Farm


Medical, Healthcare & Pharmaceuticals


Electronics & High Tech


Oil & Gas/Energy


Trade Shows, Events & Advertising


Retail

Uniquely Positioned in the Marketplace

RADIANT

UNIQUE MULTI-BRAND STRATEGY

- Radiant has maintained the brands from its agent network acquisitions including AIRGROUP (2006), ADCOM (2008), Distribution by Air (2011), and SBA (2015)
- Provides multiple on-ramps for agents to join the network while centralizing back-office operations and creating a pipeline of attractive tuck-in acquisitions
- Company-owned locations operate as Radiant Global Logistics, including agency locations as they convert to company-owned stores

SCALABLE INFRASTRUCTURE

- Scalable platform with infrastructure and team in place to support a much larger organization
- Track record of on-boarding acquisitions and capturing significant synergies through absorption of back-office functions

BEST-IN-CLASS TECHNOLOGY

- Have utilized SAP ERP since inception, providing robust analytics and functionality
- One of the first 3PLs in North America to implement SAP TM, providing seamless integration with the vast universe of shippers operating on SAP

BUILT-IN ACQUISITION PIPELINE

- Opportunity to continue to selectively convert agent stations to company-owned operations
- Limited integration risk as agent stations are already operating 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 two 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 20+ 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

- $32.5M in cash and only $4.1M in debt at 6/30/23
- $200 million facility, not including access to an additional $75 million accordion feature to support our future M&A activities - Fully available
- Company's stock repurchase program authorizing the discretionary repurchase of up to 5.0 million shares of Radiant stock through December 31, 2023.

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

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 120+ agent and company-owned locations

- ✓ **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

- ✓ **Highly Diversified Customer Base**
  Significant long-standing customer relationships across the platform – no one customer represents more than 4.1% of trailing twelve months ended June 30, 2023, adjusted gross profit

- ✓ **Robust IT Platform**
  Meaningful investments in IT infrastructure to support scale and enhance operational execution and efficiencies

- ✓ **Talented and Experienced Management Team with Significant equity ownership**
  Management has deep experience and aligned with shareholders (founder/CEO owns ~20% of the shares outstanding) is committed to continuing to grow the platform

- ✓ **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

Reconciliations of Non-GAAP Financial Measures

RADIANT.

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

(In thousands)

Adjusted gross profit	Year Ended June 30, 2016	2017	2018	2019	2020	2021	2022	2023
Total revenues	$ 782,579	$ 777,613	$ 842,417	$ 890,517	$ 855,197	$ 899,812	$ 1,459,419	$ 1,085,486
Cost of transportation and other services	595,918	582,977	639,990	660,416	645,824	678,406	1,153,134	801,646
Adjusted gross profit	$ 186,661	$ 194,636	$ 200,145	$ 230,101	$ 209,373	$ 221,406	$ 306,285	$ 283,840
Adjusted gross profit margin	23.9%	25.0%	23.8%	25.8%	24.5%	24.6%	21.0%	26.1%

(In thousands)

Reconciliation of GAAP net income to adjusted EBITDA	Year Ended June 30, 2016	2017	2018	2019	2020	2021	2022	2023
GAAP net income (loss) attributable to Radiant Logistics, Inc.	$ (3,519)	$ 4,862	$ 10,188	$ 16,346	$ 10,541	$ 23,110	$ 44,464	$ 20,595
Income tax expense	(1,886)	3,673	73	4,800	3,157	5,951	12,692	6,305
Depreciation and amortization	12,033	12,349	14,389	15,209	16,571	16,642	18,716	23,157
Net interest expense	4,872	2,497	3,075	2,973	2,826	2,531	3,191	1,889
EBITDA	11,500	23,381	27,725	39,328	33,095	48,234	79,063	51,946
Share-based compensation	1,407	1,304	1,514	1,612	1,663	1,071	1,798	2,503
Change in fair value of contingent consideration	1,003	3,431	(1,176)	(1,207)	1,752	4,350	767	(646)
Acquisition related costs	2,446	944	239	316	577	42	596	185
Ransomware incident related costs, net	-	-	-	-	-	-	684	6
Restatement costs	-	-	-	-	-	-	-	1,544
Litigation costs	1,066	177	346	754	1,061	535	568	1,208
Gain on litigation settlement, net	-	-	-	-	-	(25)	-	-
Transition, lease termination and non-recurring costs	2,824	580	176	117	586	-	-	30
Foreign currency transaction loss (gain)	(700)	(222)	8	(160)	125	189	(718)	(755)
Change in fair value of swap contracts	-	-	-	-	(600)	594	(1,840)	(383)
Gain on forgiveness of debt	-	-	-	-	-	(5,987)	-	-
MM&D start-up costs	-	-	410	-	-	-	-	-
Loss on impairment of intangible assets	3,680	-	-	-	-	-	-	-
Loss on write-off of loan fees	1,180	-	-	-	-	-	-	-
Adjusted EBITDA	$ 24,406	$ 29,595	$ 29,242	$ 40,760	$ 38,259	$ 49,003	$ 80,918	$ 55,638
Adjusted EBITDA as a% of adjusted gross profit	13.1%	15.2%	14.6%	17.7%	18.3%	22.1%	26.4%	19.6%

RADIANT®

It's the Network that Delivers!®

THANK YOU