



# Building a sustainable and resilient future.

Transportation Insight Holding Company  
2022 Sustainability Report



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# Message from the CEO

The environment and social sustainability are moving to the forefront of strategic priorities across the transportation logistics industry, and for good reason. Our industry provides a vital service that keeps our economy moving, but it is also one of the largest emitters of greenhouse gas emissions. Our global, interconnected supply chains are particularly vulnerable to the impacts of natural disasters and external shocks, which are exacerbated by the intensifying climate risks.

The challenges facing our industry and our local and global communities are increasingly complex and interconnected and demand a collaborative and integrated approach. They also require bold ideas fueled by a combination of technology and human ingenuity. As a leading provider of tech-based logistics solutions, we eagerly take on the responsibility for finding answers to the most pressing challenges of our time. This is central to our purpose as a company. It is central to our growth trajectory. And it is central to driving meaningful and tangible impact on sustainability.

I am proud to share our inaugural Sustainability report that highlights our commitment, the work we have done, and our accomplishments to date. Our strategy focuses on bringing **Products, Partnerships and People** together, with a goal to develop solutions that are sustainable, inclusive, innovative and resilient. We aim to:

1. Develop a more environmentally sustainable and resilient supply chain
2. Foster diversity and empower our people and communities
3. Expand our risk management procedures to operate efficiently and effectively

I firmly believe that the true impact of our sustainability strategy will come from partnerships and collective action. We look forward to working with you to pursue a more sustainable and resilient future for our industry, and for our world.



**Ken Beyer**  
Chief Executive Officer  
Transportation Insight Holding Company



## About us

Transportation Insight Holding Company (TI) is the combination of two industry-leading logistics providers: Transportation Insight and Nolan Transportation Group. Together, we bring over two decades of multi-modal expertise and technology to the logistics industry and rank amongst North America's top logistics companies. We manage over \$15 billion in freight and service more than 14,000 shippers and over 80,000 carriers through our proprietary Beon™ digital logistics platform – a single point of access to TI's mode-agnostic network from port to porch. The TI services and digital product portfolio spans across North America, offering domestic freight, parcel and managed transportation solutions, warehousing, data intelligence and supply chain consulting.

## Our mission

*We are a hybrid-digital logistics service provider empowering shippers and carriers.*

*Our supply chain experts deliver simple, insightful, reliable solutions powered by proprietary technology and data to create a sustainable advantage for our customers.*

*We keep the economy moving.*

## Our vision

*Bringing tech and people together to elevate supply chain experiences.*

## Our values

### Be Bold

*We dare to think differently and act decisively.*

### Be Open

*We win when we collaborate and embrace diverse perspectives.*

### Be Empowered

*We take personal ownership of delivering exceptional results.*

### Be Next

*We invent smarter, sustainable solutions when we push past the familiar and comfortable.*

Sustainability is a key part of making the above possible – advancing our mission and making a tangible impact across our industry. Our sustainable **products** and solutions were created with our customers in mind, offering an easy way for them to reach their sustainability goals. By establishing new **partnerships**, we can collectively leverage our expertise and capabilities to find novel ways to make our industry more sustainable and resilient, regardless of how much you ship. All are backed by our efforts of empowering **people**, including our clients and carriers with diverse backgrounds and finding new ways to support under-represented communities.

# Sustainability highlights

Our sustainability strategy provides a clear path for us to build upon our progress in 2021:



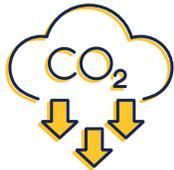
Seven years as a certified SmartWay company



**8,300 trees planted** in parks as part of our sponsorship of 10 environmental groups across the U.S.



**2,630 lbs. of trash and debris removed** from local waters across, Charlotte and Atlanta



**4,084 tons of CO<sub>2</sub> saved** annually through green initiatives at offices and transportation optimization



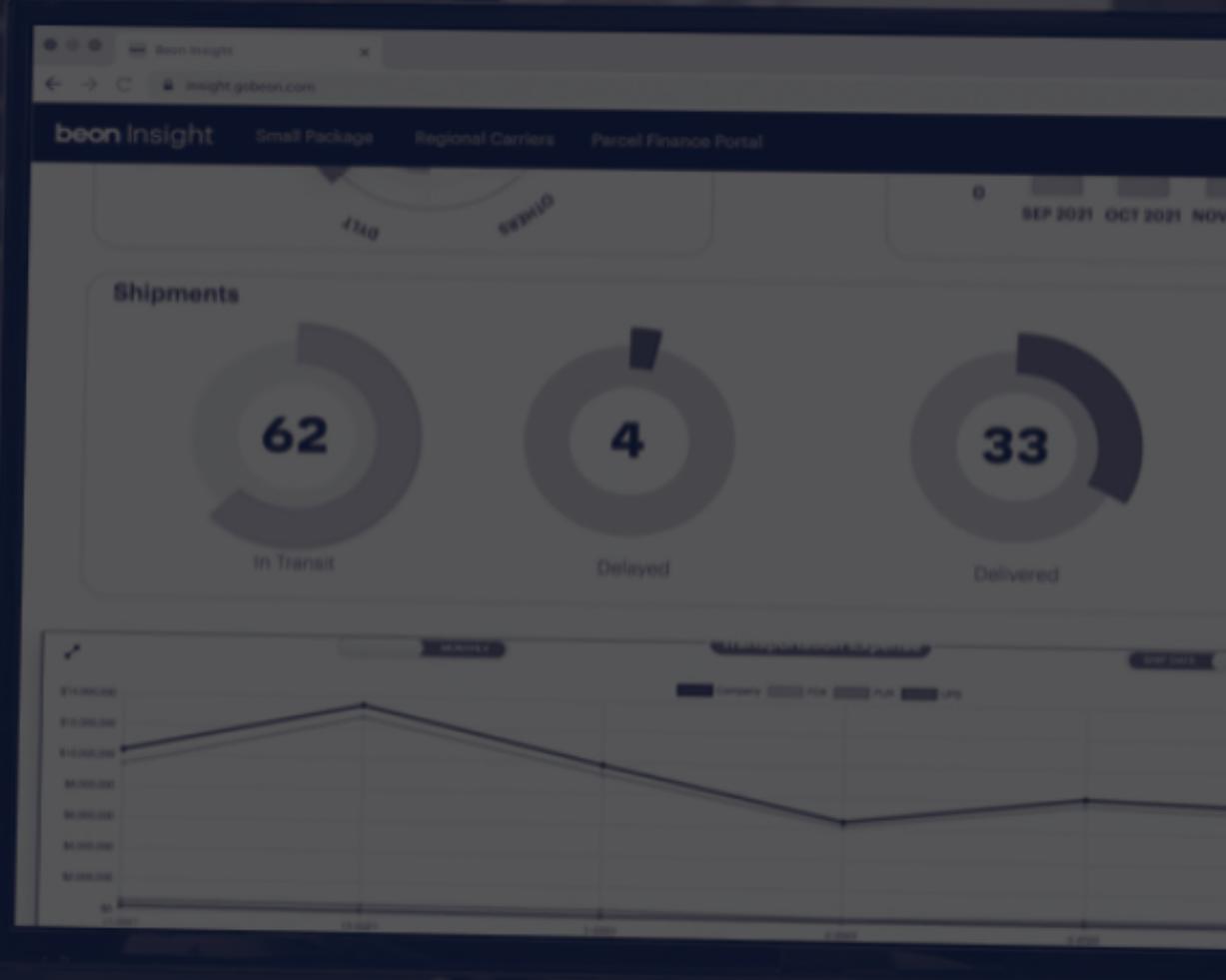
**\$80,000 donated** to promote environmental stewardship events with our partners

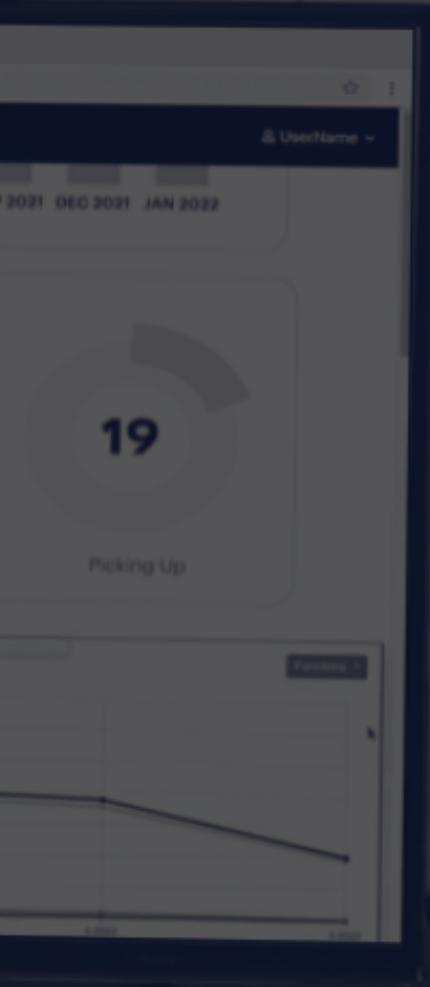


**200 young people in 52 locations supported** through our partnership with the NFL team, Carolina Panthers, and the Salvation Army Boys & Girls Clubs of the Carolinas



**\$10,000 donated to Inspiredu** to help underserved youth develop skills through technology-based learning tools and engagement activities





## Products

We continue to innovate and develop new products and solutions that enhance sustainability and resiliency across our supply chain and empower our shippers and carriers with new tools to thrive and strengthen their sustainability efforts.

# Beon Green

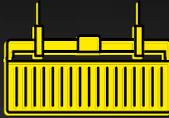
Beon Green focuses on improving efficiency and sustainability across the entire logistics cycle, from port to porch, to make a fundamental impact across the industry. It utilizes our proprietary technology and intelligent algorithms to recommend matches that make the movement of goods more efficient.

With an **active network of 80,000 carriers and 5,000 warehouses**, we continue to expand our partnerships with green carriers and smart warehouses. Carriers with sustainable vehicles are provided with preferential access across participating ports, warehouses and intermediary facilities to help move goods faster, economically and sustainably.

Beon Green covers short-haul, long-haul, middle-mile and last-mile logistics. Depending on the shipping needs and the metrics our customers are trying to achieve, they can select varying levels of Beon Green for performance or by mode. Leveraging our network of short-term warehouses and yards near major ports, customers can reduce port congestion, carrier dwell time, idle truck time and associated greenhouse gas emissions.



PORT



DRAYAGE



WAREHOUSING

## BEON GREEN BENEFITS

- Shippers benefit from lower costs, enhanced delivery performance and speed, and reach their CO<sub>2</sub> emission targets through our eco-friendly product.
- Carriers gain access to consistent levels of freight, better rates and are paid faster. They are also educated on CO<sub>2</sub> and municipal, state and federal mandates, policies and grants.
- Shippers build loyalty with consumers who prefer sustainably sourced products and are open to flexible delivery options. Consumers are informed about the sustainability impact and are rewarded through our shippers' benefits program.

### Did you know?

Carriers lose on average up to 40% of their time, almost four hours, waiting for loads to be loaded and unloaded at ports and warehouses. By reducing the average time trucks stay in idle mode by 18 minutes across our daily loads moved, we could save on average 1,000 gallons of fuel daily.



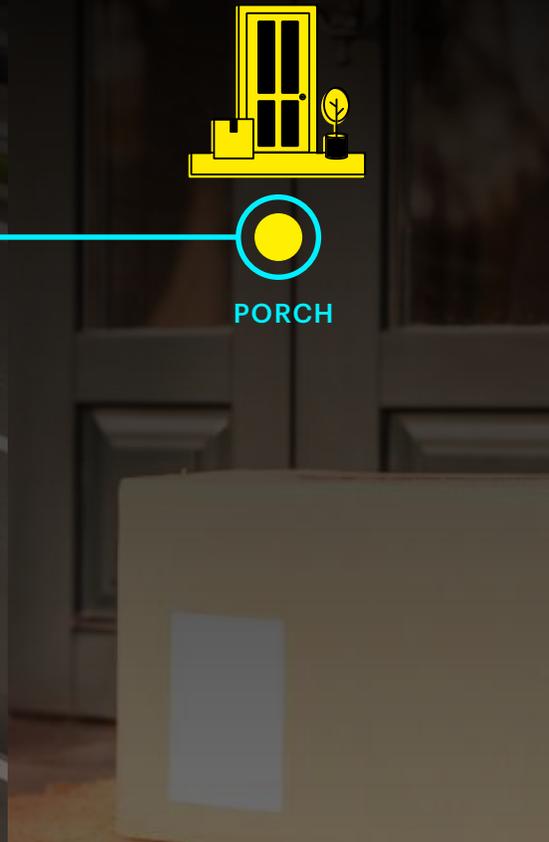
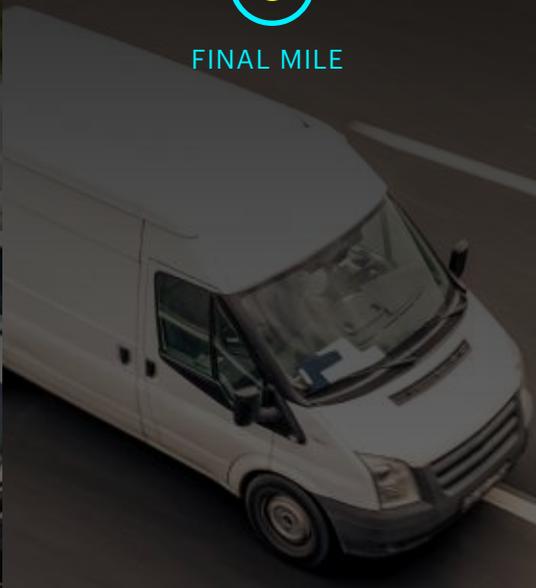
MIDDLE MILE



FINAL MILE



PORCH



# Beon Digital Logistics Platform

Beon, launched in 2022, is the culmination of our efforts to transform legacy supply chains into resilient and responsible value chains. Beon provides shippers and carriers with a single point of access across our digital freight, parcel and warehousing networks through API, web and mobile applications. Built by our logistics experts leveraging our proprietary technology and advanced machine learning algorithms, we connect 14,000 shippers to a capacity network of more than 850,000 carrier assets and 5,000 warehouses in real time at the best price.

Beon's data intelligence provides multimodal visibility, integrated analytics and reporting to shippers and carriers in real time, informing your decisions across every touchpoint of the supply chain. Our AI-based data science models simulate and automate processes to increase visibility into daily operations, measure performance and reduce waste. This helps our shippers identify savings opportunities, our carriers maximize asset utilization and creates a sustainable competitive advantage for your organization.

**beon**<sup>™</sup>  
Digital Logistics Platform

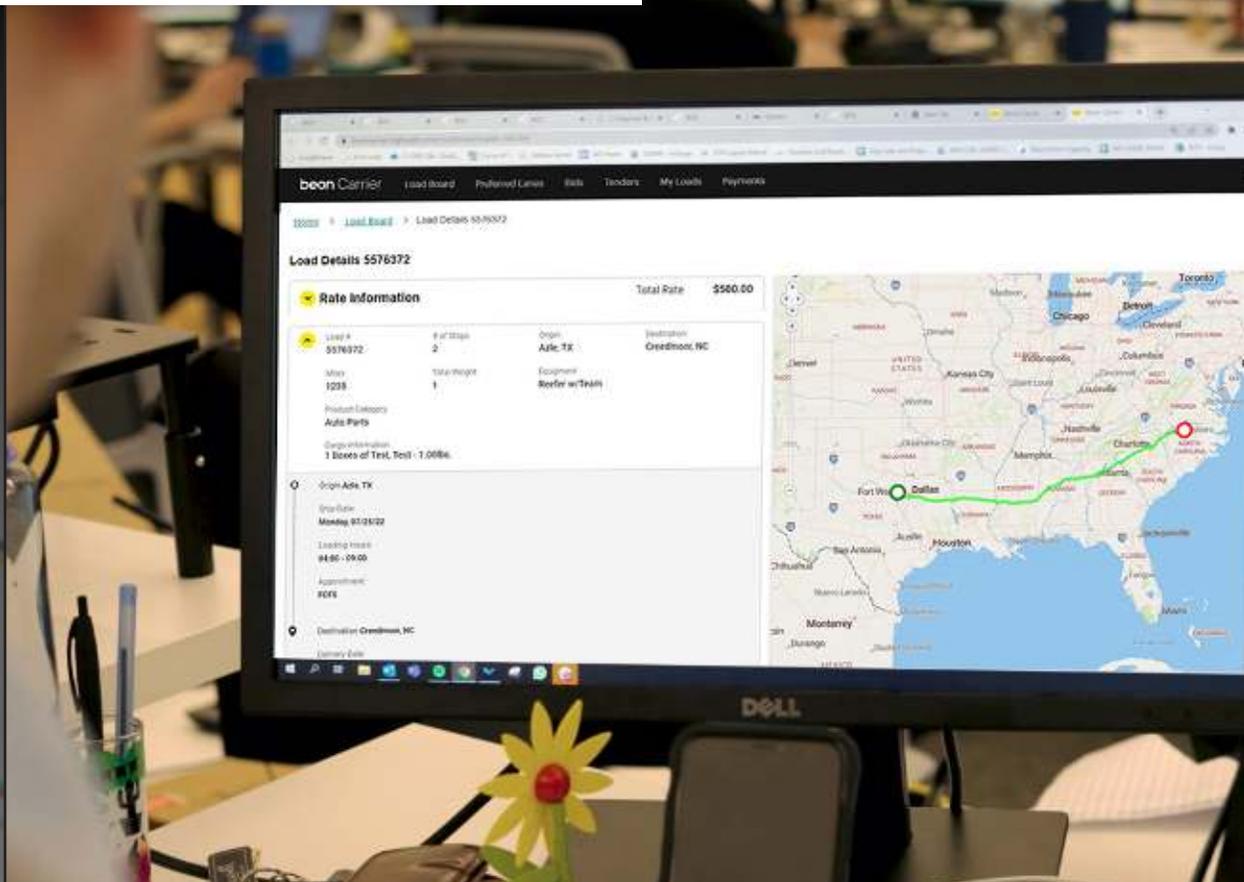
Beon facilitates route optimization, automation, load matching and data accuracy to improve efficiencies for shippers and carriers of all sizes and freight types.

## BEON DIGITAL LOGISTICS PLATFORM BENEFITS

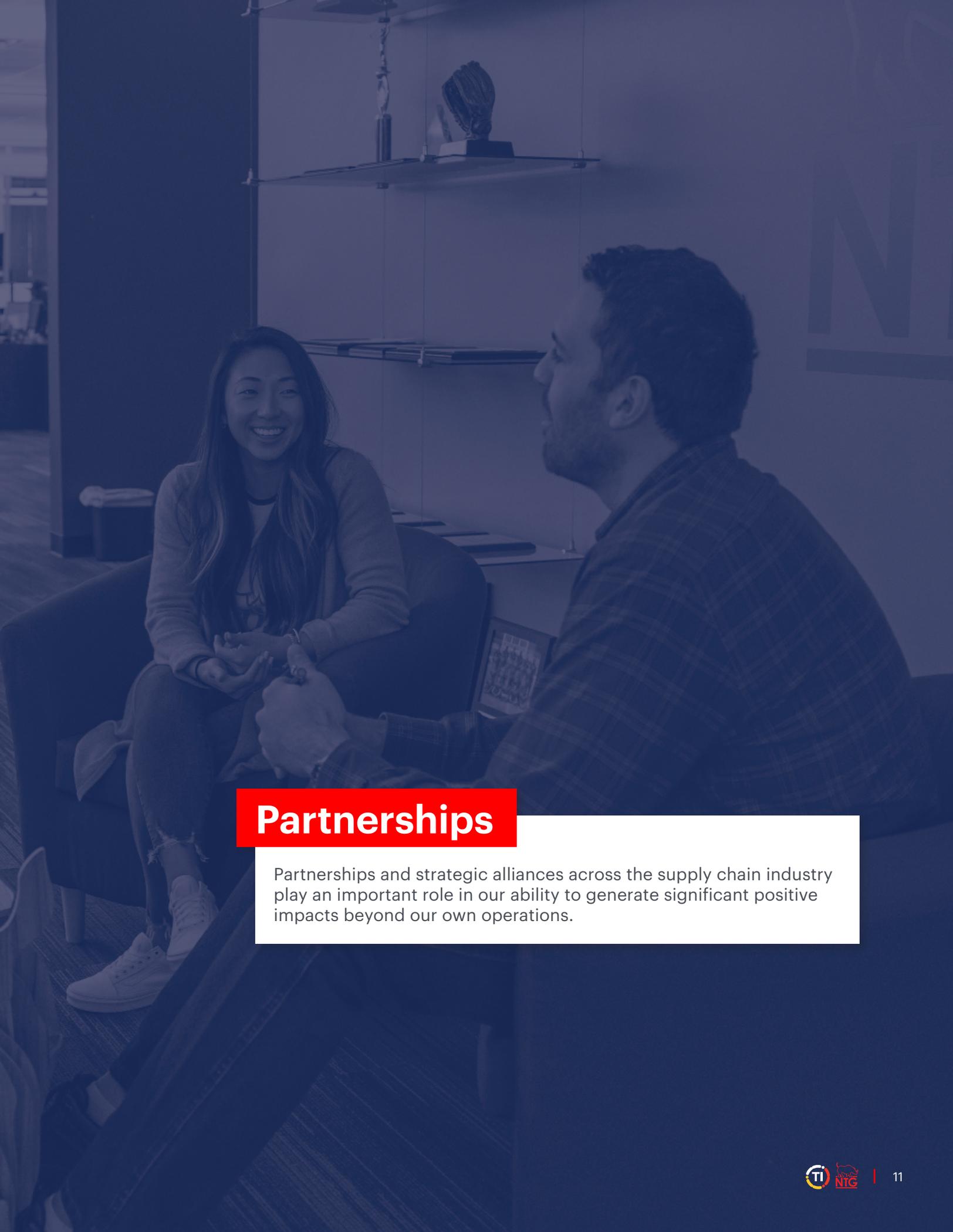
- **“Posted Truck Locations”** and algorithms within the Beon mobile app enable carriers to find loads more easily, reducing idle time and empty miles.
- **“Get a Quote”** functionality gives shippers access to our network of 80,000 carriers and in the future, the ability to select green carrier options.
- **Visibility** into accessorial charges, on-time performance, carrier performance and more through Beon’s data and visibility.

### Did you know?

Industry reports show carriers drive an empty truck without cargo 35% of the time. Our technology can reduce that number to 20%, avoiding approximately 390,000 empty miles, 640 tons of CO<sub>2</sub> emissions and 65,000 gallons of fuel across our carrier fleet daily.





A woman with long dark hair, wearing a light-colored sweater and dark pants, is sitting on a dark armchair and smiling. A man with short dark hair and a beard, wearing a patterned sweater, is sitting on a similar chair facing her, also smiling. They appear to be in a modern office setting with a white cabinet and a desk in the background. The entire image has a dark blue overlay.

## Partnerships

Partnerships and strategic alliances across the supply chain industry play an important role in our ability to generate significant positive impacts beyond our own operations.

# Partnerships

## with ports

We work with every major port in the U.S. daily. We have particularly strong relationships with the Port of Savannah and the Port of Charleston and have completed projects for both, focused on providing additional cargo handling capacity through “pop-up” yards close to the ports. We are engaging with several major ports on our Beon Green program, centering on ports that follow higher sustainability standards, with a focus on reducing port congestion and carrier dwell time, to reduce greenhouse gas emissions and improve fuel savings.

## with green fleet carriers

We have established partnerships with various green carriers covering the U.S. domestic market that have large fleets of natural gas, electric and hydrogen fuel cell trucks. We are actively looking to expand our share of green fleet carriers by partnering with carriers that continue to add sustainable fleets covering short-haul, long-haul, middle-mile and last-mile delivery.

## with warehouse owners and operators

Our network of over 5,000 connected warehouses offers nationwide solutions for cross-docking, short-term warehousing and pallet rework. These partnerships help us reduce congestion and carrier dwell time at warehouses, minimizing the long-haul movements from ports and return of empties, the time trucks stay in idle mode and greenhouse gas emissions.





## with academia

In 2021, we hired a Chief Data Science Officer and created a research and innovation department that is responsible for establishing partnerships with academic institutions and research laboratories to evaluate innovative approaches to industry challenges.

We have established research partnerships with the **Massachusetts Institute of Technology Center for Transportation and Logistics** and the **Georgia Institute of Technology** to find novel ways to optimize efficiency and driver utilization in transportation logistics.

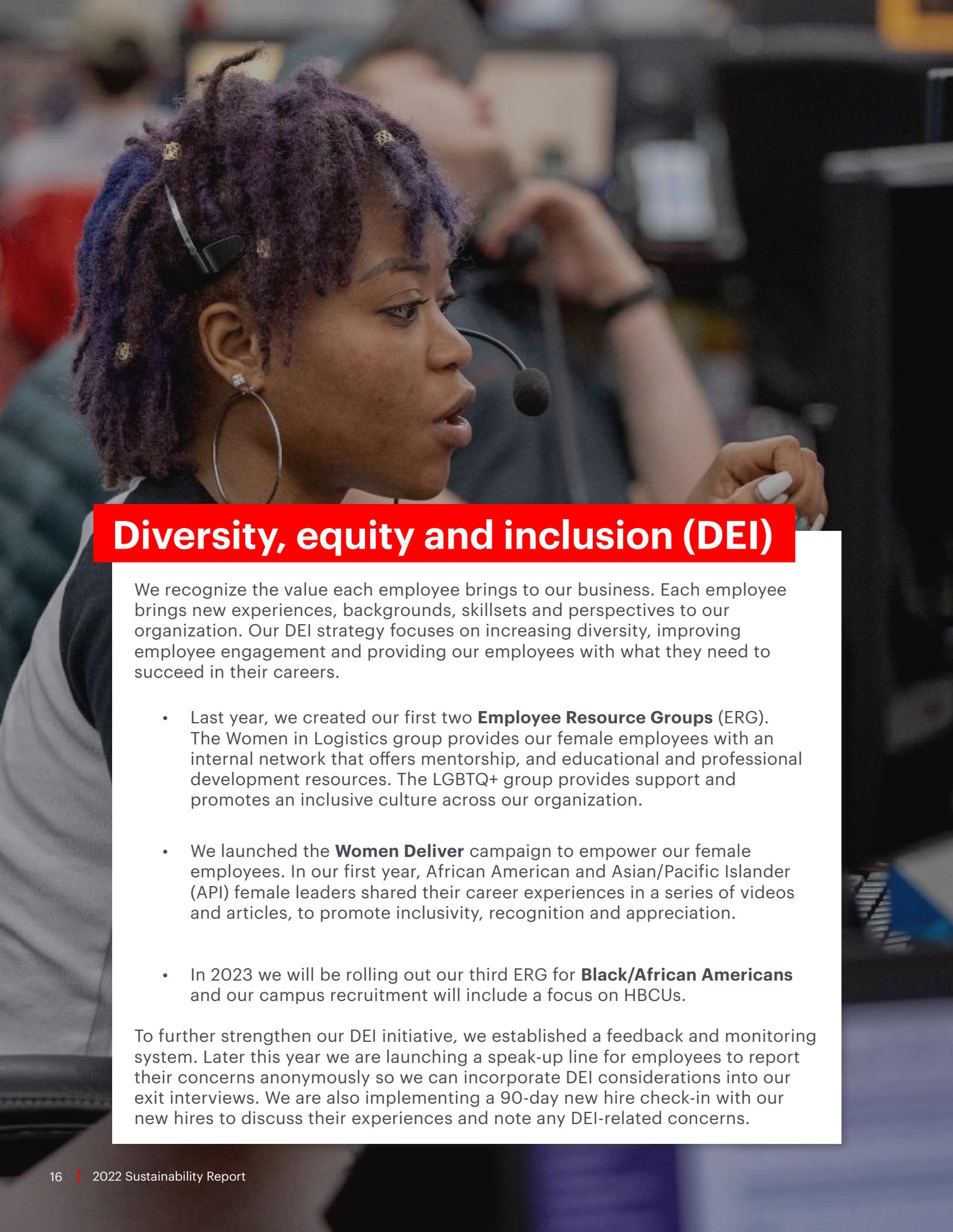
Our research partnerships currently focus on solving two challenges:

- 1. Optimally allocating resources within our network**  
Using advanced artificial intelligence models to find the optimal carrier match to avoid delays, reduce empty miles and idle truck time.
- 2. Identifying major sources of inefficiencies across the logistics cycle**  
With a shortage of truck drivers, we are evaluating truck driver use across the transportation logistics cycle. Our preliminary results show that truck drivers are spending up to 35% of their time waiting for their loads to be loaded and unloaded at ports and warehouses. By improving efficiencies to allow drivers to drive for 6-10 more minutes each day, we will solve most, if not all, of the driver shortage problems across our industry.



## Investing in our people

We recognize that our people are key to our ability to execute our sustainability goals. Our commitment to providing safe and flexible working conditions, fostering diversity in its many forms throughout our workplace and increasing employee engagement has been a fundamental part of our business model. Our commitments extend to our communities, where we strive to be a good neighbor through our active engagement and responsible business practices.



## Diversity, equity and inclusion (DEI)

We recognize the value each employee brings to our business. Each employee brings new experiences, backgrounds, skillsets and perspectives to our organization. Our DEI strategy focuses on increasing diversity, improving employee engagement and providing our employees with what they need to succeed in their careers.

- Last year, we created our first two **Employee Resource Groups (ERG)**. The Women in Logistics group provides our female employees with an internal network that offers mentorship, and educational and professional development resources. The LGBTQ+ group provides support and promotes an inclusive culture across our organization.
- We launched the **Women Deliver** campaign to empower our female employees. In our first year, African American and Asian/Pacific Islander (API) female leaders shared their career experiences in a series of videos and articles, to promote inclusivity, recognition and appreciation.
- In 2023 we will be rolling out our third ERG for **Black/African Americans** and our campus recruitment will include a focus on HBCUs.

To further strengthen our DEI initiative, we established a feedback and monitoring system. Later this year we are launching a speak-up line for employees to report their concerns anonymously so we can incorporate DEI considerations into our exit interviews. We are also implementing a 90-day new hire check-in with our new hires to discuss their experiences and note any DEI-related concerns.

## Talent acquisition

We are working with our platform recruitment clients, such as LinkedIn, Indeed, Mogul and Handshake, to attract and identify diverse candidates. Our proactive approach to diverse recruitment is being led by our talent acquisition teams, who are being trained on diverse hiring practices, identifying diverse job boards, interviewing questions and diverse interview panels.



## Learning and development

We support our employees in their personal and professional development journey through learning and development programs and resources. In 2021, we used Workday, an online enterprise management platform, and LinkedIn Learning to create a series of online learning and training programs focused on helping our employees gain additional knowledge of their role and the markets they are involved in. For our new hires, we developed a five-day onboarding and orientation process.



For our directors and above, we created a leadership training program. This year, we plan to expand our leadership training program and develop a formal leadership development strategy. We want to prepare the next generation of leaders in our organization and provide a clear path for all of our employees to expand their skills and advance their careers.

# Health, safety and wellness

## **Covid-19 resources**

We continue to provide resources and programs to help our employees remain safe and better manage the mental impacts of the COVID-19 pandemic. We have implemented standardized processes and procedures across all our offices to help deal with COVID-19 emergencies. We created a team to manage inventories of Personal Protective Equipment (PPE) and supplies at all offices to ensure that each office has the required resources. We will continue to evaluate how the COVID-19 pandemic develops and update our remote work and return to office policies accordingly.

## **Enhanced benefits and employee assistance program (EAP)**

In 2021, we established an enhanced benefits program to help our people better address their wellness needs and reach their true potential.

- We instituted a shorter eligibility 401k waiting period to let employees invest in their future sooner.
- We provided quarterly wellness perks to employees for travel, wellness or relaxation for them or their families.
- We revamped our health benefits program to provide better coverage with more options to suit our employees' family and personal needs, with a larger coverage area and at a lower cost to our employees.

Our employee assistance program (EAP) provides our employees with 24/7 access to a network of licensed counselors, social workers, and psychologists for consulting sessions through a HealthJoy EAP product. It also provides access to training programs, guides, and resources on wellness and mental health.





## Collaborative workspace

Our people are our greatest asset and we provide them with the resources to thrive in their workplace. Our efforts start with creating a healthier, supportive and sustainable office environment. In 2021, we implemented two major office space initiatives across the majority of our offices focusing on waste management and recycling, and energy efficiency. By the end of 2022, all of our offices will have adopted these standards.

Our waste management and recycling initiative focuses on equipping our offices with recycling bins to recycle discarded items including plastics, electronics and paper. At the same time, we are using reusable cutlery, non-toxic cleaning supplies and limiting general paper use. Our offices are also equipped with water dispensaries, which eliminates the need for plastic water bottles, saving 4,084 tons of CO<sub>2</sub> each year. Our energy efficiency initiative focuses on equipping our offices with energy-efficient appliances and energy-efficient lighting systems, significantly reducing energy usage.

By the end of 2023, we will be moving into our new company headquarters in Atlanta. Our modern, sustainably-built campus will bring together our Atlanta-area employees into a high-energy, collaborative environment designed for the new era of flexible working.

# Working with our communities

We are committed to contributing to the communities where we live and work. We partner with organizations that help us promote the development of equitable, healthier and resilient communities.



We provided financial support to Inspiredu's mission to help underserved youth develop the skills needed for education and career success through technology-based learning tools and engagement activities with their families, communities and schools.



We sponsored the Savage 5k run to raise awareness for Lupus, an autoimmune disorder. The Jordan D. Savage Foundation, Inc. is a community service organization that is dedicated to honoring and celebrating Jordan's life by raising funds to provide support to the high school and youth sports programs in our Atlanta community.



We sponsored the annual RPM 9/11 Victory Race at Chastain Park, Atlanta. The race is held each year in honor and memory of Ryan P. Means, a member of the U.S. Army's Special Forces Unit who passed away due to illness during a deployment in Iraq in 2009. The race benefitted Shepherd Center's SHARE Military Initiative, a comprehensive rehabilitation program that focuses on assessment and treatment for active duty or separated service members who have served in the U.S. military since September 11, 2001.



We collaborated with SEKO logistics to assist projectc.u.r.e. by transporting 3,520 medical beds to provide critical medical care to Ukrainian refugees. Projectc.u.r.e. is a non-profit humanitarian relief organization that delivers donated medical supplies and services to medical professionals in under-resourced communities worldwide.



We volunteered at the Atlanta Community Food Bank. Our employees sorted 30 pallets of food for distribution, supporting the organization's mission to fight hunger by engaging, educating and empowering the community.



# Boys & Girls Clubs of the Carolinas

In 2021, we established a partnership with the NFL team, Carolina Panthers, and the Salvation Army Boys & Girls Clubs of the Carolinas, a nonprofit youth development organization focused on helping vulnerable and marginalized young people develop life skills and character.

At every Carolina Panthers game day in Charlotte, N.C., Boys & Girls Club participants are introduced to the different jobs inside the facility and the training and education they require. Our support helped more than 200 young people through after-school programs, on-the-job training and other workforce development activities in 52 locations.



# Carrier diversity

Our goal is to make a tangible impact across the supply chain. We want to provide our carriers with sustainable tools, solutions and resources to help them keep the economy moving. Given the inherent complexities of transportation logistics, carriers are always looking to avoid empty and non-revenue miles, which our technology can help with.

Because of our integrated and collaborative approach, we continue to work with minority, women and veteran-owned carriers and small shippers to integrate them into our network and develop tools and solutions that enable them to grow their business sustainably.

We are always looking at ways to empower our carriers beyond technology, by keeping them updated with fast-changing regulations, for example, identifying and sharing details on current emission levels at both state and local levels.



# Caring for the environment

We are committed to creating a more sustainable world, by giving back and acting responsibly in the communities where we live and work. In July 2022, in recognition of our commitment to environmental stewardship, the City of Troy, Michigan declared a proclamation honoring Transportation Insight at its July 11, 2022, city council meeting. We are proud of the progress we have made in our environmental performance and the leadership we have demonstrated within our industry, realizing this is an ongoing process with much more to accomplish.



**The Park People & Denver Digs Trees**  
 \$3,500 donation  
 960 lbs. of CO<sub>2</sub> removed



**Keep Omaha Beautiful**  
 480 lbs. of CO<sub>2</sub> removed



**Texas Trees Foundation**  
 \$4,000 donation  
 2,880 lbs. of CO<sub>2</sub> removed



**Texas TreeFolks**  
 \$3,000 donation  
 1,920 lbs. of CO<sub>2</sub> removed

\*Source: Arbor Day Foundation carbon offset calculator.

\*\*All calculations show the amount of CO<sub>2</sub> removed from the atmosphere each year.



**Releaf Michigan**  
2,800 lbs. of CO<sub>2</sub> removed



**Root Nashville and Cumberland River Compact**  
\$4,000 donation  
2,640 lbs. of CO<sub>2</sub> removed



**One Tree Planted**  
1,200 lbs. of CO<sub>2</sub> removed



**Catawba Riverkeeper**  
\$5,000 donation  
940 lbs. of debris removed

**One Tree Planted**  
\$7,500 donation  
360,000 lbs. of CO<sub>2</sub> removed\*



**Charleston Parks Conservancy**



**Chattahoochee Riverkeeper**  
\$5,000 donation  
1,340 lbs. of debris removed

# Governance

Corporate governance is more important than ever in today's business environment and underpins all our sustainability efforts. The rise of digital disruptive innovations and services creates a new set of risks that put risk management and cybersecurity at the forefront of our priorities. We have updated our policies and risk management procedures to ensure that we mitigate key business risks and operate efficiently and effectively.

Our governance efforts start with our code of business conduct. We have several levels of risk control to ensure that we can identify all relevant laws and regulations with which we must comply and manage contract risk effectively throughout our operations.

## **Our 2021 achievements**

- We released a comprehensive code of conduct and ethics to solidify our commitment to conducting business in accordance with the highest ethical standards.
- We updated our anti-corruption and gifting and promotions policies.

In 2022, we are relaunching our employee handbook with our updated policies and procedures.

# Building a sustainable and resilient future

A more sustainable and resilient future is within our grasp, but only if we bring our collective reach, influence and intent to address the social and environmental issues that impact the world around us. It's why we collaborate with our customers to co-develop innovative products that solve their sustainability challenges. It's why we develop and acquire new technologies to continuously improve our processes and improve the performance across the supply chain. It's why we choose to actively support our employees and communities.

Our sustainability strategy of bringing Products, Partnerships and People together is the cornerstone of our bold and collaborative approach. Our products, such as Beon Green, will focus on improving efficiency and sustainability across the entire logistics cycle, from port to porch, to make a fundamental impact across the industry.

No one person or one company can solve the environmental challenges at our doorstep. Our plan and our ability to orchestrate partnerships across the supply chain ecosystem can make logistics reliable, economic and eco-friendly at the same time.

We are proud of our culture and our values - be bold, be empowered, be open and be next. Instilling these throughout the company means our people and our communities, are ready to envision and co-create the future that we want.

We look forward to sharing our progress and how far we have come together in our next sustainability report.

Learn more at  
[www.transportationinsight.com](http://www.transportationinsight.com)

This report may contain forward-looking statements, which may be identified by words such as "anticipates," "believes," "continue," "estimates," "expects," "focus," "hopes," "intends," "may," "outlook," "plans," "projects," "should," "strategy," "will," or similar expressions. Such statements apply only as of the date this report was issued. Such statements are made based on the current beliefs and expectations of the company's management and are subject to risks and uncertainties. Actual results may differ materially from those expressed in the forward-looking statements.

