



2024 Sustainability Report



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Introduction

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A Letter from Our CEO

Forty-two years ago, I was fresh out of high school, joining a five-year old company with 35 employees spread across a handful of offices. As I write this letter now, looking back at the time I have spent at Expeditors, I am both proud and humbled to see what we have achieved by truly living the ideals of unlimited opportunity.

As Expeditors celebrates 45 years in business, we have grown to more than 18,500 employees, with hundreds of offices all over the world, and we are a recognized leader in the logistics space. It's hard to pin our success on one particular thing, but when I reflect on my time in various roles, what consistently stands out is our employee-centric culture. We put our people first in every business decision we make, and they, in turn, put our customers first.

Putting people first and living the ideals of unlimited opportunity means that we have to operate in a way that ensures opportunities for future Expeditors teams. This requires a strategic approach that brings continued financial stability and responsible growth, which is why we have chosen to grow organically. When we talk about sustainability, we think about running our business with integrity and with a long-term view so that Expeditors continues to be a place of unlimited opportunity for years to come.

Environment

We run a business that has a global footprint, and so we look for global solutions to reduce that

footprint. Our green teams embody the spirit of Expeditors, enabling us to improve business practices while helping customers find new, innovative logistics and supply chain solutions. We also continue to improve our operational efficiency and remain committed to meeting our Scope 1 and Scope 2 emissions targets outlined in this report.

Social

We believe the most important thing we can do is focus on our employees, and they will take care of our customers. Many senior leaders—myself included—started at entry-level positions in the company and gradually worked their way into leadership positions. It's a testament to our culture, where our passionate, talented employees take advantage of unlimited opportunity by growing their careers and taking on new responsibilities.

We also recognize how important it is that we are good neighbors in the communities where we operate. If we build trust with the people around us, it preserves our brand and reputation, and opens the way for us to build long-term value.

We also know that taking care of people and customers means protecting them, and we continue to lead the way with our safety, security, and business continuity programs. We want to be a company that is known for taking care of its people and for being resilient when unexpected things happen.

Governance

Guided, as always, by the highest standards of ethical business, and with strong oversight mechanisms in place, we remain focused on sustaining financial health and protecting customer and company information. Last year, we continued to adapt and improve our cybersecurity program in the face of ever-changing threats, including by adjusting to monthly training to help employees understand trends and how they can protect the company.

Closing

As I embark on retirement at the end of March 2025 after 42 years with the company, I am confident that Expeditors will remain committed to providing opportunities for all our employees, now and in the future. I am proud of everything we accomplished in 2024, but I am even more excited for everything that the company has in store for 2025 and beyond.

More than anything, though, I am grateful. I want to take this opportunity to publicly thank everyone who makes Expeditors great—our employees, service providers, customers, shareholders, and the communities where we operate. I have no doubt that Expeditors will continue to invest in sustainability, and, in doing so, invest in our shared future.



A handwritten signature in black ink, reading "Jeff Musser".

Jeffrey S. Musser
Chief Executive Officer
Expeditors International

Executive Sponsor Letter

Our journey as a company started with the vision of our founders: “To create unlimited opportunities for our people through sustainable growth and strategic focus, inspiring our premier customer-focused logistics organization.” By applying this principle of unlimited opportunity to everything we do, Expeditors sets the stage for excellence in the way we serve our customers, communities, and other stakeholders. This has led to organic growth marked by financial success while at the same time reflecting an inherent commitment to sustainability long before it became fashionable. Our fundamental commitment to strong sustainability practices remains unchanged, though how that looks has evolved significantly over the years. As always, we remain focused on our people, and the people and places our work impacts.

What Is the Purpose of Our Sustainability Report?

This Sustainability Report marks the latest chapter in the story of our sustainability journey. It shares how Environmental, Social, and Governance fit into our company’s culture, mission, and goals, and how we are making consistent progress through our initiatives, policies, and procedures.

We made great progress in 2024 across all three pillars of our Sustainability Program.

Reducing our Environmental Impact

We remain focused on reducing both our own impact on local environments and the broader

footprint of the services we provide. This starts with our employees, who work to find ways to lessen our direct impact and also engage with our customers to come up with innovative, lower-impact logistics solutions. We have implemented ways to measure our improvements, and 2025 marks the final year of our three-year Scope 1 and Scope 2 targets. We’re hard at work seeking practical and cost-effective solutions that will allow us ultimately to meet our targets.

Expeditors is a non-asset-based logistics company. This means that we do not own or operate the trucks, aircraft, or ocean vessels that carry our customers’ goods. We have had this model for 45 years, with great success. The model keeps us focused on our customers’ evolving supply chain needs (not the demands of assets). It also gives us the ability to adapt as carriers introduce new and more efficient transport infrastructure. Case in point: we have participated in the U.S. Environmental Protection Agency’s “SmartWay” program since 2008 and continue to achieve strong performance by utilizing trucking companies with modern fleets.

Engaging our Employees and Communities

In 2024, we continued to focus on our people, including through our Elevate Employee Engagement initiative and by investing in training and development. Putting resources into the professional growth of our employees drives improved performance for Expeditors, and each of our employees completed an average of 57 hours

of training in 2024. We continue to seek the input of our people, achieving an 88% response rate and an 84% engagement score on our latest employee engagement survey.

Expeditors continues to operate with a security-first mindset, going above and beyond to maintain safe, secure supply chains. No matter the location, our employees share a commitment to safety—demonstrated by the more than 66,000 hours of safety training completed by our global workforce.

Leading with Strong Governance

Sound business practices start with good governance, and Expeditors remains steadfast in its commitment to good governance practices—evidenced by the long-term success of our strong policies and standards. We focus on the material factors of governance based on our materiality assessment: business ethics, business continuity, cybersecurity, and data privacy. These programs are foundational, forming the underpinnings for sustainable growth for years to come.

Looking to 2025

The more we achieve as a company, the more we learn, enabling us to continually evolve and improve our sustainability practices. I am so proud of the entire team at Expeditors that remains dedicated to our unique company culture and vision, which in turn, fuel our continued strong track record and success in the area of sustainability. I am excited for the success we are positioned to achieve in 2025 and beyond.



Todd Brown
Vice President, Associate General Counsel
Executive Sponsor, Sustainability
Expeditors International

About Expeditors

Expeditors is a NYSE-listed Fortune 500 service-based logistics company with headquarters in Bellevue, Washington. At Expeditors, we generate highly optimized and customized supply chain solutions for our customers with unified technology systems integrated through a global network of over 435 locations in 60+ countries.

As a service-based company, we don't own the aircraft, ships, or trucks used to move our customers' goods every day, relying instead on a network of asset-based service providers.

This business model means we can be highly flexible in our approach to supply chain management, and very effective at finding the best route and pricing options.

EXPD
LISTED
NYSE

FOUNDED
1979

EMPLOYEES
18,000+

REVENUE
\$10.6B

435 LOCATIONS
IN OVER
60+ COUNTRIES

Our Vision

To create unlimited opportunities for our people through sustainable growth and strategic focus, inspiring our premier customer-focused logistics organization.

Our Mission

To set the standard for excellence in global logistics through total commitment to quality in people and customer service, with superior financial results.

Products, Services, and Markets

We work with customers in all industries, including retail, fashion, technology, energy, manufacturing, healthcare, automotive, and aerospace. We offer our customers reliable, cost-effective transportation choices across land, sea, and air. We help improve customer supply chain performance as well as provide customs and compliance management, warehousing, and distribution services.



Culture

Expeditors’ founders envisioned a company that puts people first. We strive to realize this vision by building our corporate culture around empowering employees and providing unparalleled customer service. This starts with a focus on team member careers, an approach that sets us apart from competitors. We see unlimited potential in the employees at Expeditors—so we want them to see unlimited opportunity at Expeditors.

We live the maxim “think globally, act locally,” trusting each team to harness the creativity and perseverance of its people and to find new solutions to customer needs. We feel a great sense of pride in our work, energy in what we do, and focus on customer satisfaction, guided by our ten cultural elements:

Cultural Elements

Appearance

A neat office and a neat personal appearance speak to our commitment to a higher level of professionalism in everything we do.

Attitude

Every day, we bring the right attitude for service, for teamwork, and for what it takes to succeed.

Confidence

We must believe to achieve, not only in ourselves, but also in our coworkers. We need the trust, self-assurance, and reliance that confidence brings us to be successful!

Curiosity

It’s essential to inquire, investigate, and be curious in order to grow. The knowledge and inspiration that come from curiosity might surprise you.



Excellence

Doing not just what’s expected but doing the best that’s physically possible. By constantly striving to exceed expectations, we break through traditional limitations to deliver quality and value to our customers and a well-earned sense of accomplishment and reward for ourselves.

Integrity

The pillars of integrity - fairness, honesty, and dignity - are at the heart of successful relationships with our customers, service providers, and one another.

Pride

Pride is the personal commitment we make to realize our full potential and do our best. It’s also the feeling we have being a part of a best-in-class company that puts its people first.

Resolute

Take risks and be unafraid of making mistakes when challenges arise. Determination, loyalty, firmness, and fairness give us the strength to succeed in today’s fast-moving and highly competitive environment.

Sense of humor

While our business is often critical, a sense of humor keeps us listening, learning, and having fun with the talented people we work with.

Visionary

We believe in doing more than what may be asked—to lead with insight and vision to deliver solutions for the unrealized needs of our customers and our company.

About this Report

This marks our ninth annual sustainability report, detailing our progress and performance on the sustainability topics most material to Expeditors and to our stakeholders. Our reporting is guided by the Sustainability Accounting Standards Board (SASB) frameworks for Marine Transport and Air Freight, and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Unless otherwise noted, this report covers information as of December 31, 2024.



Sustainability at Expeditors

Implementing sustainable business practices strengthens the lives of our employees, communities, and future workforce. Sustainability enables us to make good business decisions—which, in turn, allows us to deliver superior value and results in the long term. We hold ourselves to high standards across the three pillars of our sustainability program: Environment, Social (including Social Responsibility and Security, Health and Safety), and Governance.

In line with Business Roundtable’s Statement on the Purpose of a Corporation, our sustainability programs and practices are shaped by five key stakeholder groups:

- 1. Customers:** We focus on delivering world-class customer service, working with customers to find new and innovative solutions to meet their logistics needs.
- 2. Employees:** Our employees are the reason for our success and we operate with an employee-first mindset, aiming to create unlimited opportunities for our people.
- 3. Suppliers:** Through our total value proposition, we work to create win-win partnerships with our service providers to facilitate shared success.
- 4. Communities:** We have a longstanding history of giving back to the communities where we live and work.
- 5. Shareholders:** Our 45-year history of delivering strong shareholder returns speaks for itself—and we believe that our people-first mentality will continue to yield success for years to come.

We believe in taking care of the environments in which we operate. We expect to make the communities where we live and work better places to do both, and the safety and security of our people and the security of our customers’ supply chains are a top priority. Visit [our website](#) to learn more about sustainability at Expeditors.

Environment

Environmental Management

Energy & Emissions

Working with Customers and Service
Providers to Reduce Emissions

Waste

Water

Regional Highlights

Environment

From the boardroom to the C-suite to the grassroots level at our districts, our entire company is committed to partnering with our customers and service providers to have a positive impact on our environment on a global and local basis. Our efforts to reduce the environmental impact of our operations are ongoing. We actively pursue improvements through our partnerships with our customers and service providers. Our service-based business model gives us the flexibility to quickly adopt new, more efficient modes of transportation as they become available, and our deep relationships with service providers enable us to provide efficient, effective routes to help customers deliver on their own sustainability goals.

Environmental Management



ENVIRONMENTAL OVERSIGHT

Responsibility for managing our environmental impact starts at the Board. The Nominating and Corporate Governance Committee oversees the company’s overall sustainability efforts, including our environmental programs and practices, and the Audit Committee oversees our GHG emissions reduction targets and Service Provider outreach efforts, as well as progress against our related goals.

At the management level, the Director of Environmental Sustainability is responsible for developing our environmental strategy, which covers our efforts to reduce our direct operational impact as well as the impact related to our customers and service providers. The Manager of Environmental Sustainability, who reports to the Director of Environmental Sustainability, focuses on education and strategy implementation.

Regional Environmental Leaders help implement our environmental strategy and monitor its progress as well as identify and pilot on-the-ground opportunities to reduce our impact. Similarly, District Green Teams identify and execute local projects that align with our global environmental strategy, monitor potential regulatory developments, and work with our customers on a daily basis to develop ways to help them reduce their logistics-related emissions.

ENVIRONMENTAL OVERSIGHT STRUCTURE AT EXPEDITORS

Executives	Our executives work with their business units to fold our environmental strategy into our business strategy.
Sustainability Committee	The Sustainability Committee advises teams across the organization, helps develop strategy, and ensures alignment in sustainability activities throughout the organization.
Executive Sponsor	This executive sponsors the Environmental Program and is responsible for passing strategic decisions between the Global Environment Team and our executive team.
Global Environmental Team	The Director & Manager of Environmental Sustainability oversee the regional and district green team leaders in implementing environmental initiatives and customer programs.
Regional Environmental Leaders	Regional leaders identify, promote, monitor, and implement environmental initiatives. They monitor regional progress against GHG emissions reduction targets, support customer programs, and identify regional opportunities for global advancement.
District Green Teams	Employee-led teams in all districts focus on GHG emissions reduction efforts in local facilities, local regulations, and customer solutions. Leaders oversee district environmental initiatives.

ENVIRONMENTAL MANAGEMENT SYSTEM

All facilities under our operational control use Scope 5, a third-party environmental management system (EMS) that allows us to track environmental performance related to emissions, electricity use, water use, fuel usage, waste, and paper purchases.

This system allows employees around the world to upload raw data associated with environmental metrics in their local language. We use Scope 5 to validate the raw data, calculate the emissions associated with our operations, find opportunities to reduce our impact, and implement targeted efficiency programs across our global operations. Our Scope 1 and Scope 2 GHG emissions data is internally verified twice a year and certified annually by our District Managers.

Beyond our EMS, several Expeditors locations are ISO 14001-certified, including two locations in the United States, one each in Hong Kong, China and France, and seven in Germany. We aim to strategically increase the number of ISO 14001-certified facilities.

Accurate, timely emissions data is critical for meeting our targets. Our data analytics expert is primarily responsible for collecting and maintaining our Scope 1 and Scope 2 emissions data and identifying opportunities to continue to improve and expand our reporting.

Energy & Emissions

As a non-asset-based logistics company operating in more than 60 countries both directly and indirectly, Expeditors is committed to reducing our emissions in every geographic area where we operate. In 2022, we set 3-year Scope 1 and Scope 2 emissions reduction targets. These short-term targets reflect our focus on actionable, achievable goals, and we expect to be able to further reduce our GHG emissions as better technology becomes widely available.



¹ In addition, the Company plans to evaluate acquisitions of mobile equipment on a going-forward basis to determine to what extent it could use zero emission vehicles and forklifts by a certain date, based on available technology. Note: currently, some electric forklifts do not provide sufficient power to lift all cargo units handled in our operations. Our goal is to continue to assess feasibility as technology evolves.

² In addition, the Company plans to review major new power contracts on a going-forward basis to determine whether renewable energy could be sourced and utilized 100% in all locations, by a date certain.

OUR EMISSIONS TARGETS

We aim to achieve the below short-term emissions reduction targets against a 2022 baseline:

SCOPE 1: Reduce Scope 1 CO₂e emissions per square foot from mobile equipment 20% by the end of 2025 via electric forklifts. This would result in approximately 95% of the Company’s forklifts being electric.¹

SCOPE 2: Reduce Scope 2 CO₂e emissions per square foot 15% by the end of 2025.²

The Executive Team and Sustainability Committee developed a path towards achieving our Scope 1 and Scope 2 emissions goals, centered on efficiency. For Scope 1, this path includes conservation efforts such as converting combustible-gas-fueled forklifts to electric forklifts, reducing consumption at the facility level, and continuing to improve data on usage across facilities.

For Scope 2, local Green Teams focus on purchasing renewable energy, building improvements, and expanding renewable energy sourcing. We continue to work with local Green Teams to identify “quick wins,” which are tangible examples of incremental progress tracked at the global level through Scope 5.

We track and record energy and emissions data, which is then reported quarterly to our executive team to provide an understanding of progress relative to our targets.

We will continue to focus on making a difference not only by managing our own emissions, but also by leveraging our service-based business model and collaborating with our customers and service providers to find ways to improve sustainability practices.

Reducing Electricity

Expeditors districts implement unique, locally-relevant initiatives to help reduce our Scope 1 and Scope 2 emissions. Historically, these initiatives included installation of energy-efficient LED motion sensor and automatic schedule-based lighting and initiatives to reduce electricity consumption through signs and reminders.

Our Progress

SCOPE 1: PROGRESS TO TARGET EMISSIONS FROM MOBILE EQUIPMENT³ (KG CO₂e/SQFT)

	2022	2023	2024
Scope 1	0.05067	0.04457	0.03486
Emissions Reduction		12%	29%

GWH ENERGY USE⁴ (ELECTRICITY)

	2022	2023	2024
Energy Use	115.398	110.576	95.643

SCOPE 2: PROGRESS TO TARGET EMISSIONS (KG CO₂e/SQFT)

	2022	2023	2024
Scope 2	2.2844	2.1670	1.7928
Emissions Reduction		5%	22%

³ An increase in business, improved data reporting procedures and emissions reduction initiatives were the contributing factors to the net decrease in Scope 1 CO₂e emissions per square foot from mobile equipment in 2024.

⁴ An increase in business, improved data reporting procedures, updated eGRID emissions factors and energy conservation initiatives were the contributing factors to the net decrease in Scope 2 CO₂e emissions per square foot in 2024.



LEADING WITH SUSTAINABILITY IN BEDFORD

In 2024, we opened two state-of-the-art facilities in Bedford, U.K., representing a significant sustainability milestone. These facilities, spanning a combined 180,000 square feet, are built to the BREEAM Excellent standard, underscoring our dedication to energy efficiency. Over 45% of the electricity consumed at these facilities in 2024 was from solar panels.



Working with Customers and Service Providers to Reduce Emissions

Our green logistics efforts center on three key areas: avoidance, reduction, and insetting. We present tailored solutions in each area that match both our offerings and the needs of our service providers and customers.

Our solutions allow customers to better understand the environmental impacts of their supply chains and analyze impacts based on shipping mode as well as origin and destination.

Because many of our tools maximize transportation efficiency, we can often propose solutions that lower the customer's costs while also reducing their environmental footprint.

We provide emissions data to customers using the ISO 14083 compliant Global Logistics Emissions Council (GLEC) Framework and EcoTransIT software tool.

Our interactive carbon analytics and visualization report allows users to understand emissions from several angles, including CO₂e and emissions intensity by shipment, carrier, mode, lane, or commodity type.

Reporting for Expeditors-managed, air, ocean, and overland shipments is available free of charge for all customers.

REDUCING IMPACT THROUGH PROFESSIONAL SERVICES

Through our professional services and consulting practice, we work with global shippers to help them meet their sustainability goals. We continue to evolve our services in line with customer expectations, emerging regulations, carrier capabilities, and new technology.

- **Carbon Dashboard:** The logistics emissions analytics service expresses emissions across a customer's full logistics network by mode, geography, and business entity regardless of carrier or logistics partner. The dashboard helps companies advance their decarbonization efforts and report Scope 3 emissions related to logistics.
- **Carbon Diagnostics:** This service assesses supply chains—and the emissions associated with those supply chains—to identify opportunities for reduction.
- **Optimization Projects and Carbon Modeling:** These project-based services allow companies to compare initiatives to view associated emissions outcomes. Customers can also manipulate and test different scenarios to understand the potential emissions impact, helping them to make informed choices on their supply chains based on transit time, costs, and environmental footprints.

Shipment reporting continues to evolve both within Expeditors and through the varied reporting requirements of our customers. Our customers typically ask for post-shipment emissions information and increasingly seek to understand emissions information during procurement. We aim to continue to work with our customers to provide them the information they need, when they need it.

Our reporting continues to evolve. Recently, shipment-level emissions reports have included leg information, carrier-specific routing, and other details that help customers make informed decisions about their environmental footprint.

Optimization and Carbon Modeling Case Study

In 2024, one of our customers came to us with a challenge: despite already transitioning logistics from truck to rail and from air to ocean—both of which reduced transportation emissions—they wanted to do even more to reduce their environmental impact.

Our customer looked at the problem from every angle, pulling together a cross-functional team to find solutions. They evaluated everything from making small technical changes to reconfiguring distribution centers before coming to Expeditors for a solution.

Our Logistics Emissions Services and Supply Chain Solutions teams analyzed two years of transportation data to help our customer make an informed decision. Using EcoTransIT, we calculated emissions and evaluated the hypothetical emissions of various scenarios, manipulating supplier locations and pickup frequencies to understand the impact to emissions, transportation costs, and lead times.

Using our guidance, the customer's transportation team committed to new sustainability targets for 2025 and 2026 and anticipate **a 20% emissions reduction and 14% decrease in transportation-related spending each year.**



EVALUATING OUR FACILITIES FOR CLEAN ENERGY/ GREEN MODIFICATIONS

We continually evaluate our facilities and operations for sustainable modifications. Our Global Green Teams play a crucial role as our “boots on the ground” in each district to complete in-depth facility reviews. Team members then report their findings, identifying modifications that could be made to the facility to reduce our impact, such as installing efficient lighting, electrifying machinery, or other opportunities to lessen our environmental impact.

ALTERNATIVE FUEL & VEHICLE DATABASES

Expeditors tracks and monitors the status and availability of alternative fuels and vehicles from our service providers in each region. We maintain this database with the latest information to meet customer needs and facilitate more sustainable shipping.

CARRIER MANAGEMENT DATABASE

As a non-asset-based logistics provider, it is crucial that we monitor the environmental performance of our carriers and service providers. We track service provider reduction targets, as well as their performance against these targets. Commitment to emissions targets has influenced our core strategy as part of our regularly reviewed environmental enabler and helps us align customers with service providers who can support their sustainability goals.

Waste

While paper is our most material waste stream, we also look to reduce or find ways to reuse computer equipment, dunnage, pallets, food, and other everyday waste. Our Global Business Operations team communicates best practices for reducing waste to our district management, who then implement these best practices locally.

PAPER REDUCTION

Digitizing operations to reduce paper waste is a key focus in what has traditionally been a paper-intensive business. Our companywide paperless deployment project focuses on creating a paperless office environment globally, utilizing a few key strategies to reduce paper use, including:

- **Dual monitors at workstations**
- **Web-based workflows for every product**
- **Digital document copies**
- **Digital customer invoices**

RECYCLING

Our global teams have implemented programs to reduce single-use plastic consumption and to collect and recycle hard-to-dispose-of items like batteries and cooking oil. We dispose of all computers and electronic equipment across our operations in compliance with the Waste Electrical and Electronic Equipment (WEEE) Directive and the Restriction of Hazardous Substances (RoHS) Directive in the European Union.

We also offer recycling through our digital solutions services, including within Cargo Signal Solutions, our wholly owned, sensor-based logistics business. As new “disposable” devices are created, plastic and electronics are increasingly introduced in the waste stream. To help reduce this waste, Cargo Signal implemented a recycling program for lithium metal batteries.

Water

Water consumption at our facilities is not directly relevant to our core business, and is primarily used for drinking, hygiene, and sanitation purposes. However, a significant number of our facilities are in water-sensitive areas. As such, our Green Teams are empowered to proactively identify water conservation methods based on their facility’s respective activities and needs. Past methods include upgrading to automatic sinks and toilets and reducing water used for landscaping.



Regional Highlights

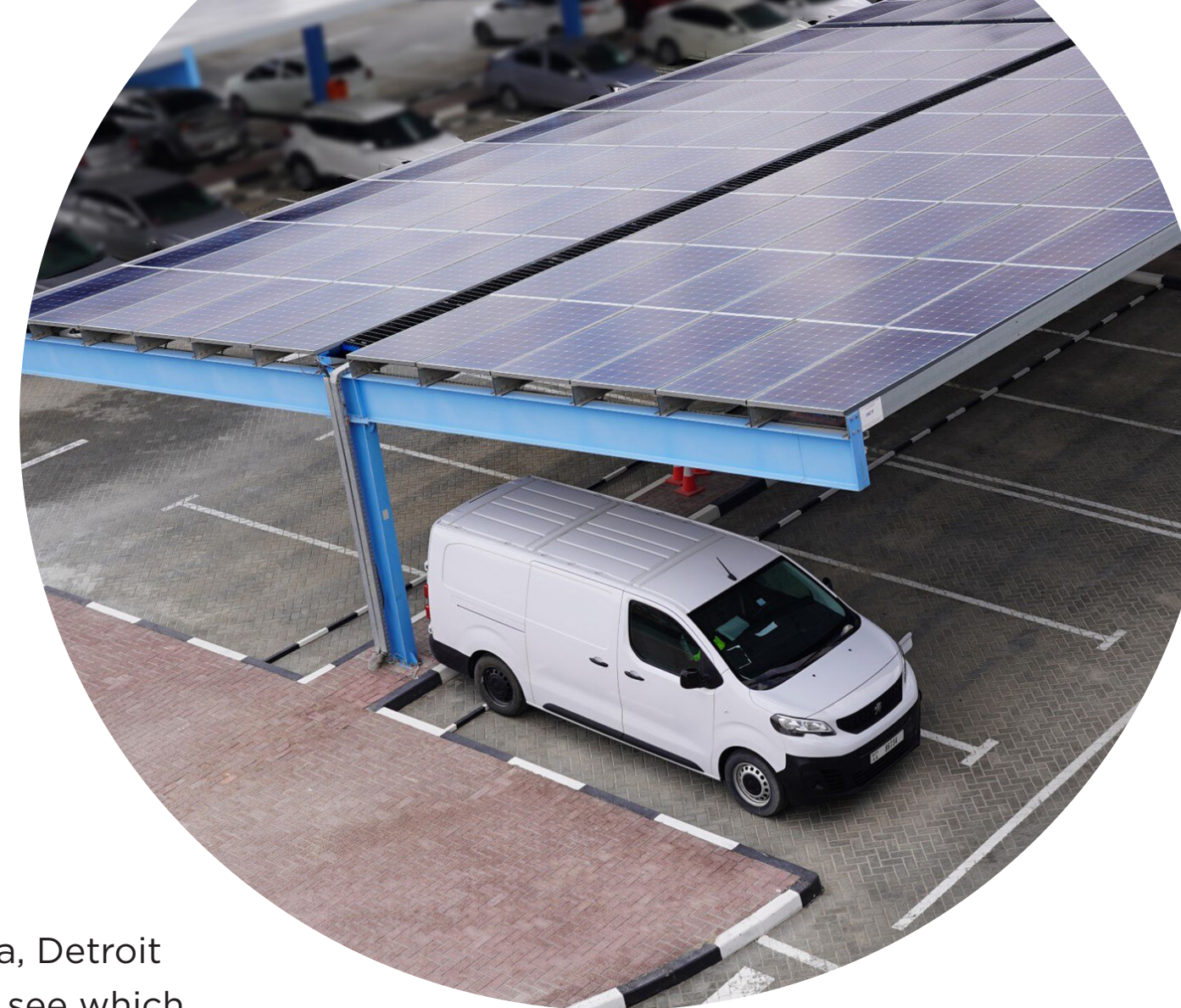
North Asia: In April 2024, our Shanghai office partnered with a global customer to celebrate the customer's 40th anniversary in China by launching all-electric domestic deliveries out of the customer's East China Distribution Center.

South Asia: Together with more than 130 volunteers from various organizations, our Kuala Lumpur team planted 600 trees at the Raja Musa Forest Reserve. The event, organized by local NGOs, aimed to raise awareness about peatland protection and provide hands-on experience in peat swamp forest restoration. It coincided with World Peatland Day, World Environment Day, and World Rainforest Day, all celebrated annually in June.

North America: In 2023, three of our offices—Atlanta, Detroit and New York— held a friendly competition to see which office could recycle the most textiles during the month of August. Collectively, they recycled over 11,000 pounds. Given this success, in 2024 the contest was opened to all interested U.S. offices. Never shying away from a challenge, dedicated employees from 13 offices participated, collectively recycling over 28,000 pounds of textiles.

South America: Our Latin American air cargo team partnered with Colombian airline Avianca to upcycle 500 kilograms of fabric from airplane seats and curtains into school kits consisting of backpacks, lunch boxes and pencil pouches that were distributed to children and teenagers who lost or have been separated from their parents.

Middle East, Africa, and India: Following the lead of many of our offices including Shanghai, Bangkok and São Paulo, our Dubai office launched a fully electric van to support local pick ups and deliveries. To fully decarbonize this aspect of their operation, the van is powered 100% from green energy sourced from solar power and it requires less maintenance resulting in lower operating costs.



Europe: In 2024, the Dublin team demonstrated a strong commitment to environmental and social responsibility through a series of employee-led events that took place throughout the year. Concerned with the increase in homelessness, a significant issue in Ireland in recent years, the team partnered with local homeless charity Depaul, to collect household items to be donated to individuals transitioning out of shelters into permanent housing.



Social

Employees

Community Involvement
& Charitable Giving

Service Provider Recognition

Security, Health, and Safety



CORPORATE
WORK STUDY
NATIONAL IMPACT AWARD
2022-23

EXPEDITORS



Social

This year, as Expeditors celebrates 45 years in business, we continue to live out our values, building skills and trust with our employees, service providers, customers, and communities to support strong and effective operations.

Employees

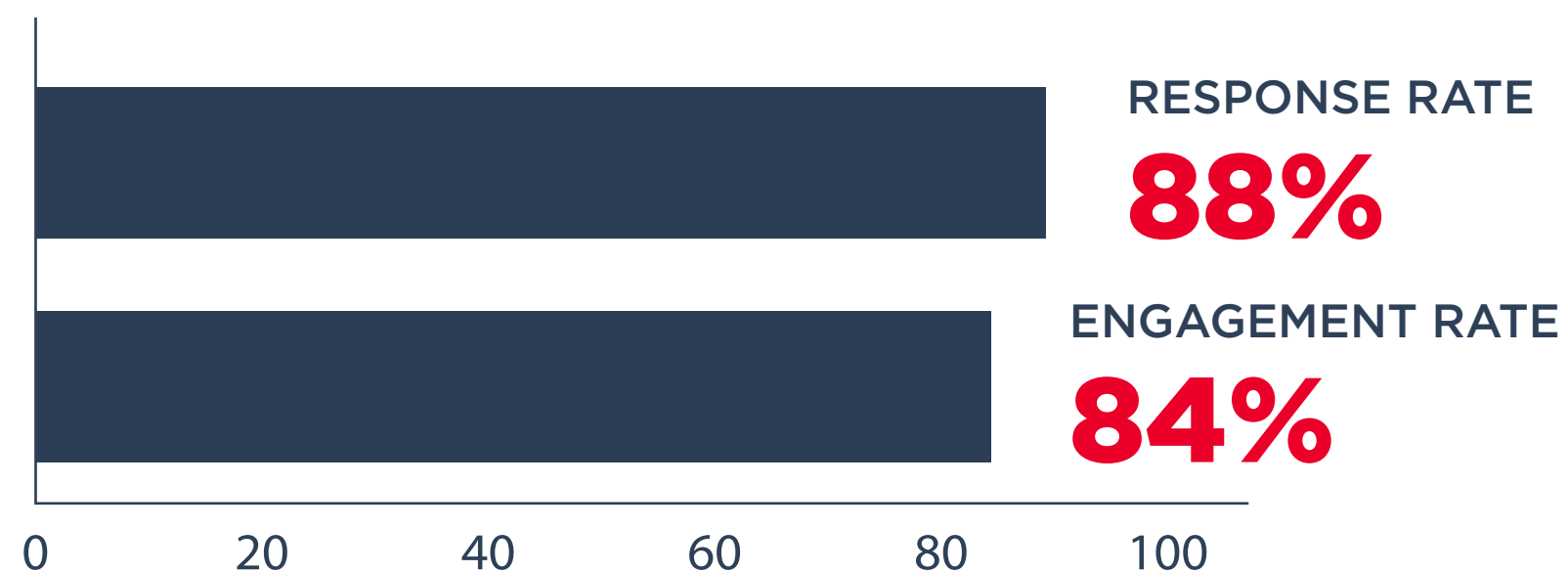
For 45 years, Expeditors has set the standard for excellence in global logistics by prioritizing our employees. Our founders believed in a different kind of company where employees had unlimited opportunities, and we take that vision seriously. Taking care of our employees is vital to our ability to serve our customers, manage service provider relationships, and run our business.

Employee Engagement

Since our founding, we’ve focused on our employees. This means that we strive to provide a workplace where employees are heard, feel valued, and are engaged in both what they do and in the company’s success. We listen to our employees and we learn from them, ensuring their voices are included in the shaping of our company.

We conduct an employee sentiment survey to get feedback directly from all global Expeditors employees. Senior management reviews the results to help us understand what we are doing well and where we have opportunities for growth. Results are also provided to regional vice presidents and district managers who share key findings with all district employees. We then convene local survey response study groups to further identify opportunities for improvement.

Employee Sentiment Survey Results



Our open-door policy invites employees to speak directly with leadership about any challenges they face or ideas they have. We maintain a practice of frequent one-on-ones between managers and employees to foster meaningful and consistent two-way communication.

ELEVATE EMPLOYEE ENGAGEMENT

At Expeditors, we have long focused on engaging our employees at the global and local level. Engagement has been driven primarily by district managers, who are responsible for not only running their branch but also making sure employees understand their role in the company’s overall goals.

Our Elevate Employee Engagement (Elevate) initiative started as a response to employee feedback and a means to re-engage employees post-pandemic.

Elevate is the reaffirmation of what we at Expeditors have always known to be true: our employees are central to who we are and what we do. Elevate supplements local engagement with focus on global engagement and connection, linking individuals across districts and geographies to not only their role, but also to our company purpose and strategy.

The Elevate program fosters engagement at all Expeditors locations at every level, helping employees learn more about our business, broadening their understanding of our operations and growing their skill sets. The program operates at a district and global level, where local “engagement enthusiasts” help deliver and customize key global company messages at a local level. We also publish a monthly Elevate newsletter to help employees stay connected.

In 2024, as part of Elevate, we conducted educational sessions through an Employee Logistics Conference, which provided information about our industry and career growth and development opportunities. We also held a global employee appreciation day, which supplemented the local employee appreciation days traditionally held in our district offices for many years.

In 2024, total turnover was 12.4%, down from 13.2% in 2023.

EMPLOYEE LOGISTICS CONFERENCE SESSIONS

As part of Elevate, in 2024 our Employee Logistics Conference consisted of global sessions for employees to learn more about what we do. Over the course of three days, we held sessions led by customers, service providers, and employees from various departments all over the world. These sessions helped our employees understand decision factors for our customers, what's important to our service providers, information about company performance, and details about how we run our business—all with the goal of upskilling employees and helping them understand how they contribute to the bigger picture. Each session was held three times to provide our global employee population with the ability to tune in and learn more based on their time zones and schedules.

GLOBAL EMPLOYEE APPRECIATION DAY

This year, in recognition of 45 years of being in business, we celebrated employee appreciation day together. Instead of having separate local celebrations, employees in each region spent time together, participated in games, and listened to messages from senior leadership.

Benefits and Wellness

We provide comprehensive benefits and wellness programs for our employees all over the world. While these programs differ by location, our goal is to make sure that our employees have what they need to take care of themselves and their families. For all global employees, this includes paid time off and an employee stock purchase program, wherever local laws allow. In addition, a significant number of employees are eligible to participate in performance-based compensation programs. We also offer other benefits and wellness programs that vary by location, such as medical, dental, and vision insurance, retirement savings plans, and more.

Recruitment

We aim to create a positive recruitment process for all who seek employment at Expeditors. When recruiting, our global practice is to seek local talent so that our employees reflect the diverse and vibrant communities we serve. We've recently focused on improving the recruiting experience for candidates and providing advanced training for our hiring managers. In 2023, we released a recruiting and hiring handbook, and in 2024, we released a hiring manager training course detailing how to post roles, conduct interviews, and assess candidates.

By implementing these recruitment improvements, we decreased the average time to hire from over 139 days to just 29 days—a win for candidates and for Expeditors. Where possible, we aim to hire internal talent for open roles and we post positions to our intranet to allow employees to apply, in keeping with our vision of being a place of unlimited opportunity.

Training and Personnel Development

We develop our employees so they grow their knowledge and experience while also better serving our customers. Training begins with our 18-month new hire onboarding program, which helps employees better understand our business, history, culture, and expectations.

In 2024, we expanded our onboarding program to include formal training tailored to specific positions. These role-specific courses are designed to be completed over 10 days during the new hire's first weeks on the job, and encompass micro-learning, teach-back exercises, and even visits to warehouse or service provider locations, where employees can see where and how freight is handled.

We require all employees to complete at least 52 hours of annual training, which can be achieved through Expeditors' formal training courses, external webinars, conferences, and university courses, among others. All employees have access to our internal catalog of Expeditors-developed courses as well as free coursework from LinkedIn Learning.

Employees can also take advantage of our Education Reimbursement program to acquire certifications or take university courses, with funding based on tenure and achieving a grade of at least a B.

The Planks – Expeditors Leadership Platform Workshop

Expeditors Leadership Platform Workshop—known internally as “The Planks”—is a 12-month leadership development program for nominated global people managers. We call it “The Planks” because it serves as foundational knowledge for our leaders. Based on the idea that current leaders teach future leaders, district managers serve as instructors, teaching monthly sessions that successively cover three key focus areas: leadership of self, leadership of others, and leadership of teams.

**Our employees averaged 57 hours
of individual training in 2024.**



LEADERSHIP EXCELLENCE

The Leadership Excellence program is recommended for leaders who have completed “The Planks.” Run in partnership with Harvard ManageMentor, the program consists of 12 leadership-based topics through the year, where cohorts study the same topic and discuss with their cohort. Because leadership is complex, this program allows those who have completed “The Planks” program to continue their leadership growth.

Leadership Excellence—our voluntary development program for managers and senior-level executives—is designed to contextualize learning with Expeditors’ unique culture and business model. During the program, participants review a curated leadership lesson plan, then discuss the lesson with their global cohort.

Nearly 500 employees engage in regular conversations about leadership, helping us equip both current and future Expeditors leaders.

LEADERSHIP INTENSIVE DEVELOPMENT PROGRAM

The Leadership Intensive Development Program (LIDP) is an intensive two-year program that focuses on strategic thinking, tactical business plans, networking, and social responsibility. Individuals are nominated, then move through an interview and selection process. The course finishes with a capstone project outside the individual’s role. Every year, we select between 10 and 15 individuals to enter the program, with 2024 marking our eleventh class.

We promoted 67% of LIDP graduates into roles leading and managing key functions across all the major business units within the company.

PERFORMANCE REVIEWS

Our commitment to employee development is reflected in our annual review process and “hire from within” culture. The Professional Development Center (PDC) houses our online training and career development tools, where employees and management can track goals and annual reviews. We encourage a “3+1” approach where all employees have three formal touch points with their manager throughout the year and complete one annual review process, all tracked in the PDC. Many employees are eligible for performance-based compensation based on metrics specific to their local office.

OPPORTUNITY KNOCKS

Opportunity Knocks is our shared social responsibility and talent pipeline program for youth and veteran recruiting. The youth program provides corporate work study and paid internships for those who often face unique obstacles or hardships, as well as mentorship, skills training, and a pathway to permanent employment.

Opportunity Knocks for Veterans focuses on the recruitment and hiring of U.S. veterans, providing career guidance and mentorship to assist in their transition back to civilian life.

Labor Standards and Relations

Our [Code of Business Conduct](#) outlines our labor expectations and explains our support for freedom of association. This includes information on equal opportunity employment; prohibition of harassment, intimidation, or discrimination of any kind; and a prohibition on forced and child labor. Expeditors is also a party to collective bargaining agreements with a limited number of employees outside the U.S.

Community Involvement & Charitable Giving

At Expeditors, we embrace both the opportunity and the responsibility to make a positive impact in the communities in which we live and operate. We give back to our communities at the corporate level and globally at the district level, through partnerships, volunteering, and financial support.

CORPORATE INITIATIVES & DONATIONS

Expeditors’ Charitable Giving Committee meets twice a year to review the organizations with which we partner and where we donate funds. We focus our corporate giving to organizations either involved with research to treat critical diseases or those that help individuals and families meet their basic needs.

Our Corporate Charitable Giving recipients include:



Each year, Expeditors conducts a Corporate Matching Gift Campaign. During this campaign, corporate employees select any 501(c)(3)-qualified charities to which they wish to donate, and Expeditors matches 50% of their donations. To further give back to their communities, all U.S. employees, regardless of tenure, receive one paid day off to volunteer at a local non-profit of their choice.



Olive Crest

We’ve long supported Olive Crest, an organization dedicated to preventing child abuse by strengthening, equipping, and restoring children and families in crisis. Historically, we have served as the presenting sponsor for Olive Crest’s annual fundraiser, the Good for Glam Gala. This year, we multiplied our impact, providing Thanksgiving baskets with everything needed for a full, festive family meal, as well as fulfilling holiday wishlists for kids in need. Corporate employees also used their volunteer time off to wrap hundreds of gifts, which were then donated to families during the organization’s holiday party.



American Heart Association Heart and Stroke Walk

Expeditors has supported the AHA’s Puget Sound Heart and Stroke Walk since 2015. This year—the organization’s centennial—called for even more involvement from our U.S. teams to help raise funds for and awareness about heart disease. We expanded our participation from one office to five, with employees and their families participating in Atlanta, Dallas, Milwaukee, Seattle, and San Diego.

DISTRICT INITIATIVES

We empower our global offices to lend a hand where their communities need it most. Many of our offices regularly participate in community engagement activities, such as volunteering, charitable drives to donate supplies to those in need, or events like races and walks to raise funds for various causes, giving their time and money to help others in need.

Our district office in McAllen, Texas, took a proactive approach in supporting and engaging with the local community, with a focus on fostering relationships, giving back, and making a positive impact. Throughout the year, they organized and participated in a variety of meaningful activities that not only benefited those in need but also brought the team closer together.

In May, the office hosted an educational visit for students from a nearby high school, providing them with an opportunity to learn more about the logistics industry. This initiative aimed to inspire the next generation by offering a firsthand look at the career possibilities in the field, as well as the importance of logistics to the local and global economy.

In June, the office collaborated with Buckner International to host a donation drive where employees contributed new shoes for foster children. This drive was a part of the broader effort to support Buckner's mission of providing children in foster care with the resources and care they need to thrive, ensuring that they had proper footwear for school and daily activities.

In September, employees took advantage of their volunteer day benefit to make a tangible difference in their community. They spent the day at a local food bank resource center, packing food boxes for the senior citizen program and helping restock the emergency food pantry with fresh produce. This experience gave employees a chance to work together outside of the office, while directly contributing to the well-being of McAllen's elderly and low-income residents.



Towards the end of the year, in the spirit of the holidays, the office organized a visit to a local nursing home to spread cheer among the residents. Employees sang Christmas carols and provided cozy, thoughtful gifts such as scarves, beanies, blankets, mittens, and socks. This heartwarming gesture not only brightened the residents' spirits but also reinforced the team's commitment to showing kindness and compassion during the festive season.

Together, these initiatives demonstrated the office's dedication to creating a lasting, positive impact in the McAllen community. Through volunteering and supporting local causes, employees not only helped those in need but also embraced the spirit of giving and unity, exemplifying the values of community and care throughout the entire year.



OPPORTUNITY KNOCKS

Through our Opportunity Knocks program, we create logistics career pathways for veterans and economically disadvantaged youth. The program, now in place for over a decade, arose out of the experience of Expeditors senior leaders, many of whom started in entry level positions right out of high school, learned the industry on the job, and rose up the ranks through hard work and determination.

Opportunity Knocks for Veterans

Launched in 2015, Opportunity Knocks for Veterans is a U.S. recruiting program that honors veterans and hires talented individuals who embody Expeditors’ cultural attributes. Our program has three pillars: recruit and hire, provide career guidance and mentorship, and recognize service.

Through partnerships with organizations such as Hiring Our Heroes and veteran-owned service providers, Expeditors supports veterans and service members transitioning back to civilian life.

Opportunity Knocks for Youth - Cristo Rey Corporate Work Study

Opportunity Knocks Youth helps disadvantaged youth become college and career ready by building experience and confidence. Through the OKY Program, we offer workplace readiness training, mentorship, skill training, and viable career pathways. We partner with the Cristo Rey Network, where high school students around the U.S. have the opportunity to complete corporate work study programs as part of their education. Expeditors has the widest breadth of any work study partner in the Cristo Rey Network, with opportunities offered to 54 students in 15 markets. We received a Corporate Workstudy National Impact Award from Cristo Rey Network in 2024.



THE CRISTO REY NETWORK OF SCHOOLS

Cristo Rey Network is the largest network of high schools for low-income students in the U.S., with up to five times the college graduation rate for students coming from the same demographic background.

Cristo Rey Network schools provide a career-focused, college-preparatory education for students with limited economic resources, integrating rigorous academic curricula with four years of work experience and support to and through college. Students earn a substantial portion of their tuition while gaining valuable work experience in entry-level professional jobs.

In 2024, Expeditors made a significant donation to Cristo Rey Network in support of their new school opening in Seattle. As the school expands its student body, we look forward to welcoming interns in our Seattle offices.



“Cristo Rey Network’s Corporate Work Study Program has been a defining part of my high school journey, allowing me to gain hands-on experience while balancing rigorous academics. My time at Expeditors in particular has been transformative. Initially, coming in with no background in logistics, I felt out of place, but the welcoming environment created by my mentors helped me build confidence. From organizing shipments, tracking freight, and analyzing logistical data, I developed strong attention to detail, time management, and adaptability.

Cristo Rey Network’s unique model doesn’t just prepare students like myself for college; it ensures we have the guidance and resources to succeed through college and beyond. As I move on to Columbia University, I know the real-world experiences and mentorship I’ve gained will continue to guide me on my journey.”

Anthony P.

Cristo Rey Network Jesuit High School Atlanta Senior

THE AVASAR FOUNDATION

Founded by Expeditors employees, Avasar is a nonprofit in India focused on empowering underprivileged youth through education. The foundation started as a corporate social responsibility initiative to support the education of a few young women and has since expanded to serve thousands of students in multiple capacities and throughout India. Avasar provides children and youth opportunities through education—from foundational literacy and numerical skills for under resourced young children to in-demand logistics and computer training and skill development, alongside coaching, and mentorship. Funded primarily by Expeditors and Expeditors employees, friends, and family, it provides an opportunity for employees to get involved and serve as mentors, partners, and volunteers. The organization made a big impact in 2024 across five areas:

- **Pre-Primary Schools** – Avasar runs six schools, providing 100% free early childhood care and education to 375 students annually, and 921 individuals since their establishment.
- **School Infrastructure Development** – In 2024, Avasar took on five school infrastructure projects, building 12-room schools in Bangalore, constructing toilet facilities, donating sports rooms and equipment, and setting up basketball courts.
- **Digital Literacy** – Through Avasar, 70 schools are now equipped with state-of-the-art computer labs.
- **Training Centers** – 900 college graduates have completed a three-month Job Readiness Training Program since 2018, which includes computer skills, soft skills, and English language training.
- **Scholarships** – Since 2012, Avasar has funded the education of 260 students over the age of 14, covering tuition, books, uniform fees, stationery and travel costs.



Service Provider Recognition

Every day we work with dedicated service providers all around the world. We aim to establish deep, lasting relationships with our partners to enable us to deliver unparalleled customer service.

We recognize and celebrate suppliers through our Service Provider Rewards and Recognition Program, where top providers all over the world are invited to attend local events. During these appreciation events, we give awards in recognition of performance.

GF Logistikk AS, a local logistics partner, received Expeditors Norway's Service Provider of the Year award for the second consecutive year. A longtime partner, this is the service provider's third time to receive recognition for their commitment to excellence in freight delivery and service.



TRUCK DRIVER APPRECIATION WEEK

Our annual Truck Driver Appreciation Week aims to recognize truck carrier partners all over the world. In past years, local district offices have organized recognition events or provided tokens of appreciation to recognize the efforts and performance of drivers around the world.

In Bangalore, we asked service providers to nominate top drivers to attend an annual appreciation event. During the event, drivers were given the opportunity to take part in a seminar on road safety and participated in tree planting, while also learning more about emissions related to shipping. Attendees received thank you gifts and customized apparel—another token of appreciation.

Security, Health, and Safety

At Expeditors, our security, health, and safety programs are more than business imperatives—they’re strategic differentiators. Across the world, our employees at all levels of the company work to put security, health, and safety first.

Security

With security top-of-mind, the entire Expeditors team is committed to protecting our people, systems and information, the integrity of our supply chain and our supply chain partners, and all customer assets.

SECURITY STANDARDS MANAGEMENT

Expeditors’ Security Standards are integrated into our daily practices and procedures, incorporating industry standards, government initiatives, and best practices. They apply to all employees and business partners around the globe, and compliance is non-negotiable.

Expeditors’ Security Standards cover several topics, including leadership requirements, service provider selection, access control, physical security, and security systems. Our standards also draw guidance from:

- **Business Alliance for Secure Commerce (BASC)**
- **Customs Trade Partnership Against Terrorism (CTPAT)**
- **Transported Asset Protection Association (TAPA)**
- **Authorized Economic Operator programs (AEO)**
- **EU’s aviation security program, including the tenets of Regulation (EC) No. 300/2008**

Given our global footprint, we maintain dedicated teams across the company to ensure that Expeditors’ Security Standards are properly followed and routinely updated. As a leader in supply chain security, Expeditors is actively involved in industry organizations and government initiatives to share best practices and address evolving threats.

SECURITY MANAGEMENT STRUCTURE AT EXPEDITORS

VP Security, Health & Safety	Oversees Global Security Team.
Global Security Team	Develops strategies for regional security teams.
Regional Security Managers	Align efforts with strategies developed by the Global Security Team and support district and regional initiatives.
District Security Managers	Oversee all aspects of district security including new initiatives, systems, and creating standards awareness.

SERVICE PROVIDER SECURITY

Careful supplier selection is central to maintaining safe, secure supply chains. We require potential suppliers to go through our pre-qualification process and achieve certification through an audit process, confirming they are willing and able to meet our rigorous security standards.

After passing our evaluation process, service providers must contractually agree to adhere to our Security Standards. They must also allow for in-person reviews of security and safety protocols, provide proof of insurance with required coverage amounts, and demonstrate compliance with applicable laws.

MANAGING SERVICE PROVIDER RISKS

Another important component of service provider security is risk management. We conduct annual on-site risk reviews for key district service providers and follow a risk-based service provider due diligence program. This program ensures that service providers conduct business in compliance with applicable laws and regulations, Expeditors’ Security Standards, and local rules to support our customers’ logistics needs.

We review our expectations with service providers and measure their performance on a regular basis.

GOVERNMENT-INDUSTRY PARTNERSHIP TO BOLSTER SUPPLY CHAIN SECURITY

Expeditors actively participates in over 20 government-industry partnerships to provide top-level supply chain security for our customers. One of our strongest partnerships is with the Customs Trade Partnership Against Terrorism (CTPAT) – a voluntary public-private sector partnership with U.S. Customs and Border Protection (CBP) to protect supply chains from terrorism. CTPAT requires participating companies to identify supply chain security risks and implement specific security measures and best practices. Expeditors became one of the first CPTAT certified and validated brokers/forwarders in 2003 and completed our most recent revalidation in 2023. We continue to focus on meeting and exceeding the global Authorized Economic Operator (AEO)/CTPAT security requirements.

Expeditors takes part in various security focused initiatives and organizations to aid in the improvement of security throughout the industry. Expeditors representatives participate in key security associations, including the American Society for Industrial Security and the Transported Asset Protection Association.



Hong Kong AEO Program

The voluntary Hong Kong AEO program is a prestigious certification that recognizes businesses as secure, reliable trading partners. Our Hong Kong branch underwent a rigorous assessment of our customs compliance, security procedures, and overall transportation and warehousing management to receive this accreditation.

Certification is a testament to our hard work and dedication and demonstrates our commitment to upholding the highest standards of customs compliance, supply chain security, and trade facilitation. Expeditors' Security Standards set the foundation for program participation.

Health & Safety

Each and every day we work to create safe, healthy workplaces at our locations around the world. We put safety first in all that we do, helping employees understand and execute on safe work practices.

OUR HEALTH & SAFETY PROGRAM

Our Health and Safety Program is overseen at the management level by the Vice President of Security, Health, Safety, who reports to the Senior Vice President of Enterprise Services, and updates the Board about our programs, performance, and potential risks.

As detailed within our [Code of Business Conduct](#), our Global Health and Safety Program includes:

- Designated local health and safety leaders
- Regular hazard assessments
- Internally developed safety trainings for all employees, tailored to various roles and locations
- Local emergency response plans
- Fire prevention procedures and training
- Job-specific training for manual and mechanical handling activities
- Work environments that are clean, professional, and in compliance with our global standards
- Regular safety monitoring, reviews, and external audits
- Incident reporting and review
- Periodic safety reviews of our strategic service providers

Our global Health and Safety Program serves as a starting point for all Expeditors operations. We manage our program at the corporate, regional, and district levels, making adjustments to our approach based on customer, region, and other specialized needs. Our Global Business Operations team completes annual operational performance assessments on all facilities globally to monitor compliance.

Each district also performs an annual risk assessment based on relevant hazards specific to location, facility type, and business activities. The district Environment, Health, and Safety (EHS) Manager oversees the risk assessment process and is responsible for addressing and mitigating any identified potential risks. Our program also requires updated risk assessments when the working environment changes, such as a facility expansion, engineering restructure, or new facility acquisition.

To make sure we stay ahead of potential health and safety risks, we conduct annual risk assessments across our global facilities. In 2024, we completed 497 assessments.

To manage Health and Safety, we follow our Environmental, Health and Safety Management System, which is built around:

- Working environment evaluation and enhancements, such as air quality, noise control, and radiation protection
- Chemical/hazmat safety and compliance awareness, as well as a hazard communication/worker right-to-know program, providing information, training, and personal protective equipment to employees who might be exposed to hazardous chemicals
- Spill containment and environmental response protocols
- High hazard work activities safety
- Management / Leadership expectations
- Worker participation and training
- System evaluation and review

Safety Management Structure at Expeditors





HEALTH & SAFETY TRAINING

Our health and safety program works because we make sure our employees are well trained. All new employees must take our computer-based health and safety training course, and additional security, health, and safety training at least annually thereafter. We also have specialized trainings based on employee roles, including Manual Materials Handling training, Safety Hazard and Incident Reporting training for all supervisors and managers, and a Forklift Safety course for forklift operators.

Following completion, various training courses have knowledge tests and/or sign-off of understanding to confirm employees know and are prepared to operationalize what they learned. Courses that provide knowledge or guidance typically have a quiz upon completion, whereas training on specific skills requires a practical assessment and measurement of skill competency. Other courses might only require acknowledgement.

All new Environment, Health, and Safety (EHS) managers are required to participate in a 12-week certification program in their first year on the job. The program includes relevant training and provides consistent foundational knowledge for our EHS managers, equipping them to be front-line safety leaders. Upon completion, learners are certified through an intensive practical examination that includes both knowledge and practical elements.

In 2024, Expeditors employees completed more than 71,000 safety trainings for a total of 66,246 training hours.

¹ Number of incidents that had one or more lost days, one or more restricted days, or that resulted in an employee transferring x 200,000/work hours.
² Industry averages are based on published U.S. Occupational Safety and Health Administration/Bureau of Labor Statistics data. They are reported mid-calendar year; therefore, 2024 industry averages are not available for this report.
³ Number of Occupational Safety and Health Administration (OSHA) recordable cases x 200,000/work hours.
⁴ An occupational injury or illness which results in an employee being unable to work a full assigned work shift x 200,000/ work hours.

SAFETY METRICS

We measure the success of our Health and Safety program by tracking Days Away, Restricted, and Transferred (DART); Incident; and Lost Time Rates. These safety metrics continue to reflect strong performance, reflecting incident/injury levels below the industry average.

We set a target of 0.75 or less for each of our safety metrics. We are proud that we have again exceeded these goals in 2024.

INCIDENT RATES	2022	2023	2024 ²
DART RATE ¹			
Industry Average	4.7	3.6	
Expeditors Performance	.45	.48	.47
TOTAL CASE INCIDENT RATE ³			
Industry Average	5.5	4.5	
Expeditors Performance	.42	.67	.33
LOST TIME INCIDENT RATE ⁴			
Industry Average	2.2	2.1	
Expeditors Performance	.33	.41	.35
EMPLOYEE FATALITIES			
Expeditors Performance	0	0	0

Emergency Response

Should we suffer a workplace accident or disaster, effective emergency response procedures play a critical role in reducing the possibility of injury or loss of life. We maintain a detailed companywide business continuity framework with broad emergency-response plans. Each location then maintains a plan unique to its respective potential risks. We review and refresh all emergency response plans annually, and additionally in the event of plan mobilization.

Governance

Board Oversight

Executive Oversight

Business Ethics

Cybersecurity

Privacy & Data Protection

Business Continuity



Governance

Building consistent long-term value for our employees, customers, service providers, and investors, as well as all the communities where we have an impact, is imperative to the success of Expeditors. Good governance means that we have principles and standards in place to achieve this.

Board Oversight

Our Board of Directors (Board), our most senior governance body, is actively involved in the company's efforts to continue to build long-term value while being good corporate stewards. We believe that our Board should comprise directors who come from a range of relevant backgrounds and who can provide unique perspectives that improve Board effectiveness.



**3 of our 9
Board members
are female.**

The Board and its committees regularly review the company's strategic, operational, compliance, policy, cybersecurity, and other potential risks to assess appropriate levels of risk as well as steps taken to monitor, mitigate, and control exposures.

The full Board is responsible for ensuring the company focuses on material matters that enable sustainability and on complying with relevant sustainability standards as they evolve. The foundation of our Sustainability Program is a resolute focus on factors deeply connected to our services, business model, and culture.

Through our Materiality Assessments, we identified the following items as the material ESG factors for our Company:

- E** **GHG Emissions Reductions**
Service Provider & Industry Outreach
- S** **Talent Management**
Employee Health, Safety and Wellness
- G** **Business Ethics**
Business Continuity
Cybersecurity
Privacy & Data Protection

We have embedded these priorities into Company strategy, and we hold ourselves accountable for our commitment to the pursuit and adoption of these sustainable business practices through the work we do every day.

The Board delegates specific responsibilities for overseeing various aspects of our sustainability program to the Board's committees. The Nominating and Corporate Governance Committee (NCGC) oversees the overall sustainability program and ensures that sustainability practices are effectively embedded in corporate strategy, using findings from our Materiality Assessments. The Vice President, Associate General Counsel, who serves as our Executive Sponsor for Sustainability, reports at least annually to the NCGC on the company's sustainability progress.

Executive Oversight

Expeditors’ Executive Sponsor for Sustainability develops our companywide sustainability strategy by working with the Executive Sponsors for each of the three pillars of our Sustainability program. This cross-functional team consists of broad, senior-level representation.

Additionally, each Environmental, Social, and Governance pillar has a Program Manager who facilitates employee and customer engagement, measuring, reporting, and compliance monitoring, among other responsibilities.

A core responsibility of our senior executive management is the assessment and day-to-day management of risk, including risks related to sustainability. Our executives bring any material risks to the attention of our Board.

Sustainability Oversight Structure at Expeditors



Business Ethics

How we do business is as important as what we do, and our [Code of Business Conduct \(Code\)](#) is how we hold ourselves accountable to the highest standards of professional conduct every day. The Code covers a range of compliance and ethics topics and applies to all full- and part-time employees and service providers. We publish the Code externally and in nine languages on our internal website.

We are committed to maintaining the highest standards of ethical conduct and integrity in all our business operations. As part of our ongoing efforts to uphold these standards, we conduct comprehensive annual, monthly, and daily risk assessments of our business ethics program to identify, evaluate, and mitigate potential compliance risks that could impact our business operations, reputation, and stakeholder trust. Assessment results are documented and reviewed internally, with corrective action taken where appropriate.

EXPEDITORS’ HELPLINE

We offer two ways to raise ethical concerns. First, our open-door policy facilitates direct communication between employees and leadership, especially around business ethics and compliance, ensuring that our employees know they can talk to any supervisor, manager, or executive about ethics concerns. Second, our ethics helpline enables anonymous reporting of ethics or compliance concerns at any time via phone or web. Our annual Code of Business Conduct training reviews helpline information and directs employees to the Code, where they can find a direct link to file a complaint.

Operated by an independent third party, our ethics helpline allows individuals to report ethical concerns anonymously 24/7, 365.



We take any reports of Code violations seriously and investigate concerns as appropriate. Our Chief Ethics and Compliance Officer reviews all submissions and annually reports findings to our Audit Committee. Depending on the nature of the report, members of our Legal Compliance or Labor and Employment team follow up with employees who have raised concerns either directly through the open-door policy or indirectly through the hotline, while maintaining anonymity.

Business Ethics Training

Upon hire and then on an ongoing annual basis, every employee is required to take a one-hour Code of Business Conduct training course as well as several hours of mandatory compliance-related training, designed for that employee’s specific role and location. In 2024, 100% of our employees completed required training, which included:

- Anti-Corruption
- Code of Business Conduct
- Competition and Antitrust
- Confidential Information and Computer Security
- Cybersecurity Level II
- Data Privacy and Protection
- Internal Controls
- International Traffic in Arms Regulations (ITAR)
- U.S. Sanctions and Export Controls Awareness

HUMAN RIGHTS

At Expeditors, we are committed to the protection of human rights—both in our own direct operations and those of our vendors, suppliers, and partners. We believe individuals deserve to be treated with dignity and respect, work in safe conditions, have reasonable work hours, work under their own free will, and earn fair wages, and we respect our employees’ right to freedom of association, as detailed in our Human Rights Policy.

Our policy and actions are guided by the principles established in the International Labour Organization’s Declaration (ILO) on Fundamental Principles and Rights at Work, the International Labour Organization’s Core Conventions on Labour Standards, the Universal Declaration of Human Rights, and the Organization for Economic Co-operation and Development’s Guidelines for Multinational Enterprise.

TRACE is a nonprofit focused on anti-bribery, compliance, and strong governance, designed to help standardize anti-bribery practice and mitigate risk. Expeditors has been a TRACE Multinational Member since 2014. Membership requires us to provide TRACE with a copy of our anti-bribery policy, undertake robust anti-bribery training, and sign a membership agreement confirming our commitment to compliance with international anti-bribery laws.

Cybersecurity

Given the technology- and data-intensive nature of our business model, we employ robust controls to maintain the security of our information and data.

We focus on the key fundamentals of protect, monitor, and respond, and leverage industry experts, government resources, and relevant leading industry standards.

Our dedicated team of cybersecurity experts help to detect and protect against threats and continuously enhance our capabilities. The team includes several Certified Information Systems Security Professionals as well as cybersecurity staff in our district offices in each region.

CYBERSECURITY & PRIVACY MANAGEMENT STRUCTURE AT EXPEDITORS	
Board of Directors	Full Board-level oversight of cybersecurity matters. Our Board’s cybersecurity expert meets with our Chief Information Officer (“CIO”) on a quarterly basis, and the Company’s CIO and cybersecurity experts report to the full Board at least once annually.
Cybersecurity Committee	Executive-level committee. Reports twice annually on cybersecurity matters and creates action plans from biannual reviews. Works with Global Data Protection Officer and General Counsel to update Board on cybersecurity matters to provide quarterly updates to our Enterprise Risk Committee and annual updates to our Board on cyber risk, information security, and technology risk as well as policy development.
Chief Information Security Officer	Member of the Information Services department. Leads the global cybersecurity program. Works directly for our Chief Information Officer and closely with our Chief Technology Officer to ensure cybersecurity remains embedded throughout our technology footprint.
Global Data Protection Officer	Member of legal department. Works with General Counsel to update Board on relevant privacy issues that may impact our business, manages Global Privacy Policy and helps Company navigate complex, evolving regulatory landscape of data protection. Collaborates with the Enterprise Data Governance team which provides added support to embed privacy principles into day-to-day operations.
District Cybersecurity Teams	Responsible for global operational cybersecurity as well as policy development and cybersecurity compliance. Leverages its alignment with our Global IS and Global Security, Health and Safety structure to protect critical information.

CYBERSECURITY TRAINING

In 2024, we adjusted our cybersecurity training to respond to the ever-changing threat environment. Instead of an hour-long annual training, all Expeditors employees now take mandatory monthly 10-15 minute courses, followed by a quiz to test knowledge. We also conduct periodic phishing compliance campaigns to help all employees stay vigilant.



Privacy & Data Protection

Our Global Privacy Policy governs our collection, use, and processing of personal information, establishes accountability for violations, and protects individuals' rights, including access to their personal information, in accordance with applicable laws.

Our online Privacy Statement describes how we collect, use, and otherwise process personal information from customer contacts, third-party service providers, and employees. We maintain appropriate technical and organizational security measures to protect the personal information we process. All employees undergo and complete annual privacy and data protection training.

Our data processing practices are guided by the following six key principles drawn from the General Data Protection Regulation (GDPR). These principles represent the core requirements relevant to our business model and the types of personal information we handle.

1. Lawful, Fair and Transparent Processing
2. Purpose Limitation
3. Data Minimization
4. Data Accuracy
5. Storage Limitation
6. Security and Confidentiality



Business Continuity

Resilience is critical in today's ever-changing business landscape. To ensure our operations remain agile and responsive during unforeseen challenges, we rely on our comprehensive Business Continuity Plan (BCP). Our BCP is meticulously designed to safeguard our essential functions, minimize disruptions, and enhance our ability to resume regular operations as soon as possible while managing through adversity. It encompasses a broad range of strategies, including risk assessment, resource allocation, and crisis management.

The BCP also provides detailed guidance on implementation. This includes specific protocols for addressing cybersecurity threats and escalating responses to system attacks. It also includes information on key communication systems and tools. We conduct regular training and simulation exercises to ensure our employees are well-prepared to execute the plan effectively. We continuously review and update our BCP to address emerging threats and incorporate best practices, ensuring our resilience in an ever-evolving environment.

The BCP is made up of four overarching steps and a wide range of interconnected systems, processes, and standard operating procedures.



- 1. Prepare:** Expeditors prepares our employees through training on the infrastructure, processes, and strategic teams in place to respond to an event.
- 2. Respond:** Our employees respond to the event using their training to protect our people and mitigate adverse impacts.
- 3. Recover:** After the event passes, our employees work to return all facets of operations to normal levels.
- 4. Re-assess:** Once we have recovered, we analyze how Expeditors responded to the event and make continuous improvements.

Appendix

SASB

TCFD

Disclaimer on Forward-Looking
Statements



Expeditors



Below we outline our voluntary alignment with pertinent metrics of two SASB industry standards (version 2023-06): Marine Transportation and Air Freight & Logistics. These standards are most relevant to our business, however, they do not directly align with our non-asset-based business model, and thus there are many metrics we do not report against. Where we have alternative practices that relate to a given general topic addressed by a particular SASB metric, we have included a reference to those sections of the report describing those practices in our response below.

SASB CODE	ACCOUNTING METRIC	RESPONSE
Greenhouse Gas emissions		
TR-AF-110a.1 TR-MT-110a.1	Gross global Scope 1 emissions	2024: 8,074.53 metric tons CO ₂ e
TR-AF-110a.2 TR-MT-110a.2	Discussion of long-term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See the Environment section.
TR-MT-110a.3	(1) Total energy consumed, (2) % fuel oil, (3) % renewable	(1) 500,385.6 GJ (2) Not applicable (3) Not determined
TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships	This metric is not relevant to our non-asset based business model.
TR-AF-110a.3	Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable	This metric is not relevant to our non-asset based business model.
Air Quality		
TR-MT-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, and (3) particulate matter (PM ₁₀)	This metric is not relevant to our non-asset based business model.

SASB CODE	ACCOUNTING METRIC	RESPONSE
Ecological Impacts		
TR-MT-160a.1	Shipping duration in marine protected areas or areas of protected conservation status	This metric is not relevant to our non-asset based business model.
TR-MT-160a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	This metric is not relevant to our non-asset based business model.
TR-MT-160a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	This metric is not relevant to our non-asset based business model.
Workforce Health and Safety		
TR-MT-320a.1	Lost time incident rate (LTIR)	2024: 0.35 Target: 0.75
TR-AF-320a.1	(1) Total recordable incident rate (TRIR), and (2) fatality rate for (a) direct employees and (b) contract employees	2024: (1) TRIR: 0.33 a) Direct employees: 0.27 b) Contract employees: 0.71 (2) Fatality Rate: 0.0
Labour Practices		
TR-AF-310a.1	Percentage of drivers classified as independent contractors	See Labor Standards & Relations in the Social section for a discussion of labor practices in general.
TR-AF-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	See Labor Standards & Relations in the Social section for a discussion of labor practices in general.

SASB CODE	ACCOUNTING METRIC	RESPONSE
Supply Chain Management		
TR-AF-430a.2	Total greenhouse gas (GHG) footprint across transport modes	See the Environment section for details of our GHG footprint, focused on Scope 1 & Scope 2.
TR-AF-430a.3	Discussion of policies and strategies to identify, assess and manage business disruption risks associated with contract carrier safety	See Health & Safety in the Social section for a discussion of our EHS program in general.
Accident and Safety Management		
TR-AF-540a.1	Description of implementation and outcomes of a Safety Management System	See Health & Safety in the Social section for a discussion of our safety management system in general.
TR-AF-540a.2	Number of aviation accidents	This metric is not relevant to our non-asset based business model.
TR-AF-540a.3	Number of road accidents and incidents	This metric is not relevant to our non-asset based business model.
Business Ethics		
TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	See Business Ethics in the Governance section for a general discussion of our anti-corruption policies and procedures.
TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	See Business Ethics in the Governance section for a general discussion of our anti-corruption policies and procedures.
Accident and Safety Management		
TR-MT-540a.1	(1) Number of marine casualties, (2) percentage classified as very serious	This metric is not relevant to our non-asset based business model.
TR-MT-540a.2	Number of Conditions of Class or Recommendations	This metric is not relevant to our non-asset based business model.
TR-MT-540a.3	Number of port state control (1) deficiencies and (2) detentions	This metric is not relevant to our non-asset based business model.

We conducted an initial evaluation of our business and alignment with the TCFD recommendations as a part of our materiality assessment in 2022. In the future, we will continue to evaluate our alignment with these recommendations and work to close any relevant gaps.

GOVERNANCE

a. Describe the board’s oversight of climate-related risks and opportunities.	The Nominating and Corporate Governance Committee of our Board of Directors oversees the company’s overall sustainability efforts, including our environmental programs and practices, and the Audit Committee oversees our GHG emissions reduction targets and Service Provider outreach efforts, as well as progress against our related goals.
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>At the management level, the Director of Environmental Sustainability is responsible for developing our environmental strategy, which covers our direct operational impact as well as the impact of our customers and service providers. The Manager of Environmental Sustainability, who reports to the Director of Environmental Sustainability, focuses on education and strategy implementation.</p> <p>Regional Environmental Leaders help to monitor progress and identify on-the-ground opportunities to reduce our impact. Similarly, District Green Teams help to tackle local projects, monitor potential regulatory developments, and work with customers to develop ways to help them reduce their logistics-related emissions.</p>

STRATEGY

a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Given our geographically diversified, non-asset business model, we do not perceive any material risks or opportunities related to climate change beyond risks and opportunities inherent in our business at this time. Our flexible footprint and our ability to change locations, modes, and carriers based on evolving operating conditions and customer preferences translate into a model that may be less potentially prone to acute climate-related risks than more asset-heavy models. We believe that the flexibility of our non-asset-based business model, geographically diverse network, Business Continuity Plan and Enterprise Risk Management Framework around Catastrophic Risks are sufficient for identifying, assessing, and responding to potential disruptions, including climate-related risks and opportunities.
b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	We recognize that some operations and offices could be impacted in the long-term by climate change, for example due to potential compliance costs, or transition risks (e.g., related to a warehouse facility located in an area expected to experience gradual changes in sea-level). However, it is unlikely that this type of change would have a substantive financial or strategic impact on our overall business. We also recognize that it is possible that certain ports may become more or less advantageous over time; however, we anticipate that major port operators and governments would adapt their facilities and infrastructure in response to such climate-related changes, and adjacent warehouse and office space may shift accordingly. Similarly, it is possible that customers will seek out more fuel-efficient routings or options, such as those provided by our consolidation services and multimodal options, which could create opportunities.
c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	

RISK MANAGEMENT

a. Describe the organization’s processes for identifying and assessing climate-related risks.	Expeditors monitors climate-related risks and opportunities and assesses their potential impact on our business. We monitor climate-related risks and opportunities through our engagement with our customers and service providers and through our active participation in key initiatives and organizations focused on climate. Expeditors’ operational model and success is based on our ability to meet our customers’ logistics needs. To best do this we use a non-asset model which provides flexibility to work with a range of air, ocean, and road carriers.
b. Describe the organization’s processes for managing climate-related risks.	Expeditors’ offices are located worldwide to create a geographically diverse network that provides our customers with local support wherever they need. Our global operations allow our network and operating systems to continue operating even when a local operation may be impacted by acute events, including flooding or other weather issues. Relying on the strength of our global network and Business Continuity Plan has proven to be successful throughout several regional, national, and global disruptions.
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	We identify, assess and manage climate-related risks through our Sustainability Committee in conjunction with certain of our enterprise risks, which are reviewed as part of our Enterprise Risk Management framework. Board committees share specific responsibilities for overseeing various aspects of our sustainability program as part of this framework. We utilize our Business Continuity Plan and Enterprise Risk Management Framework around Catastrophic Risks to identify and assess potential disruptions, including climate-related risks.

METRICS AND TARGETS

a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See the Environment section.
b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>We operate under a non-asset model and do not own airplanes, ships, or trucks. Our Scope 1 emissions for 2024 were 8,074.53 tons CO₂e and Scope 2 emissions were 36,120.19 tons CO₂e. Our Scope 3 Category 6 emissions (business travel) for 2024 were 3,421.78 tons CO₂e. Please see page 12 for all our other energy and emissions metrics.</p> <p>Our two emissions targets are measured against a 2022 baseline.</p>
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Scope 1: Reduce Scope 1 CO₂e emissions per square foot from mobile equipment 20% by the end of 2025 via electric forklifts. This would result in approximately 95% of the Company’s forklifts being electric.</p> <p>Scope 2: Reduce Scope 2 CO₂e emissions per square foot 15% by the end of 2025.</p>

Disclaimer on Forward-Looking Statements:

Certain statements contained in this report are “forward-looking statements,” based on management’s views with respect to future events and underlying assumptions that involve risks and uncertainties. These forward-looking statements include statements regarding our sustainability goals and plans, including our plans to reduce our GHG emissions in line with our Scope 1 & 2 GHG emissions targets; our plans to disclose additional data regarding waste, water consumption, energy usage, and emissions; the future risks and opportunities to our business related to climate change, including potential short, medium and long term financial, operational, and reputational impacts; planned further investments in our sustainability strategy, program, systems and goals; potential advancements in technology; our ability to help our customers accurately calculate and model the carbon footprint of their supply chains; and our ability to help our service providers transition to more fuel-efficient fleets. Forward-looking statements involve many risks and uncertainties that could cause actual results to differ materially from those expressed or implied in such statements. We presently consider the following to be among the important factors that can cause actual results to differ materially from the company’s expectations: costs of compliance with existing and future environmental, social or governance requirements, including those related to climate change; our ability to leverage the strength of our carrier relationships to secure space; the strength of our non-asset-based operating model; our ability to remain a strong, healthy, unified and resilient organization where people want to work; our ability to purchase or lease sufficient cost-effective electric forklifts to reduce our Scope 1 emissions; our ability to identify cost-effective sources of renewable energy to reduce our Scope 2 emissions; and any change in our targets and programs as our sustainability programs evolve. These and other factors are discussed in the Company’s regulatory filings with the Securities and Exchange Commission, including those in “Item 1A. Risk Factors” of the Company’s Annual Report on Form 10-K for the fiscal year ended December 31, 2024. The forward-looking statements contained in this report speak only as of the date of publication of this report, which is March 25, 2025 and the Company does not assume any obligation to update them except as required by law.

Expeditors[®]

