



2025 Annual Report

DELIVERING THE SPOT EXPERIENCE





CONTENTS

01 **Our Story/Mission/ Vision/Values**

Our Story
Our Mission
Our Vision
Core Values
Business Overview

02 **Our People**

Equal Employment Opportunity and
Non-Discrimination, Nursing Mothers,
and Statement on Child Labor and
Forced Labor
Diversity, Equity, and Inclusion
Workplace Safety Policy
Workplace Anti-Violence
Anti-Discrimination/Harassment Policy

03 **Ethics**

Cybersecurity & Compliance
Mitigating Risk (Securing the Safety
of Our Customers' Shipments)

04 **Where We Work**

Paid Time Off (PTO)
Bereavement Leave
Open Door Communication
Company Holidays
Floating Holiday
Office Supplies Sourcing
Office Amenities
Managerial Development
Continuing Education

05 **Waste & Energy Consumption Procedures**

Our Environment
By Location

06 **Greenhouse Gas Emissions**

Tracking Emissions with Our Carriers
A Sustainable Future



COMMON PEOPLE. DOING UNCOMMON THINGS. TOGETHER.



While others focus on transactions, we focus on people. It's not just what we do, but HOW and WHY we do it, that makes the difference.

2025 continued Spot's unprecedented success. We believe this success continues to come from our foundation of putting our customers and our employees first, which we call The Spot Experience. This year's progress serves as a testament to our team's exceptional efforts. We look forward to building on this foundation and driving further innovation throughout 2026.

We believe that happy and healthy employees are the foundation of our success. By fostering a supportive and inclusive work environment, we empower our talented logistics professionals to drive innovation and deliver unparalleled value to our customers.

We also continue to embrace a forward-thinking methodology, integrating advanced analytics and intelligent automation within a robust cybersecurity framework. By leveraging these modern technologies securely, we are creating more resilient ways of doing business and accelerating our vision of a highly efficient, protected, and data-driven logistics ecosystem.

We don't just deliver freight—we deliver passion, promises, and peace of mind.

At Spot, we know service wins every time.

Andrew Elsener and Andy Schenck
Co-founders, Spot



01

OUR STORY
MISSION
VISION
VALUES
BUSINESS



OUR STORY

Established in 2009, Spot is a leading third-party logistics company in North America and boasts a network of six office locations across the country—Tampa, Florida; Charlotte, North Carolina; Chicago, Illinois; Tempe, Arizona; and two in Indianapolis, Indiana.

Our accomplished team of over 650 logistics professionals is spread across these strategic hubs and acts as an extension of our customers' supply chain—providing unrivaled 24/7 support. As a company built on relationships, The Spot Experience brings carriers, shippers and loads together so freight arrives on time, every time.

Today's logistics marketplace is an ever-changing landscape where our employees can make their mark. Spot gives our employees the tools to tackle industry challenges for our partners. Here, initiative, drive and teamwork form the basis for a rewarding, fast-paced career.

Motivated employees are empowered to chart their own course. At Spot, we've never lost the entrepreneurial spirit that provides the foundation for our success.

As our greatest asset, our employees' concerns and needs are our priority as we make business decisions that affect the work, income, and benefits of our team.





OUR MISSION

We are logistics experts, and we care about what we do—about what our customers do. We do the little things right—every time, all the time. We provide support around the clock, day and night, on the spot.

As problem-solvers, our solutions are future-focused. We are the difference between time and just-in-time. We will empower our people and technology to provide our shippers and carriers with custom, tailored solutions to optimize delivery, and we will do it with the highest level of service.



OUR VISION

We believe there is a smarter way to move freight. As the foundation upon which we were built, this belief will propel us to become one of the largest freight brokers in North America and will provide shippers and carriers with an unmatched experience.

CORE VALUES

The success of Spot is built upon great people, great relationships, and great technology, and is dependent on the trust and confidence of our employees, customers, carriers, and community. That is why we expect our employees to use these core principles to guide our day-to-day activities, decisions, and interactions.



We do what others won't.



We do the little things right.



We are carrier-driven.



We are more than just a broker.

BUSINESS OVERVIEW

AT A GLANCE

623K

Loads Shipped Annually

20.07%

Annualized 5-Year Growth

+41K

Controlled Motor Carrier Base

121.49%

Net Customer Retention

ACCOLADES

Our expertise in servicing and protecting freight for industries with highly complex, time-sensitive supply chains, along with building and fostering collaborative workspaces has earned us recognition among many.



650+ EMPLOYEES

Headquartered in Indianapolis, Spot employs over 650 people across 6 office locations: Indianapolis (2), Chicago, Charlotte, Tampa, and Tempe.



2009

Spot founded by partners Andrew Elsener & Andy Schenck with focus on JIT supply chains and 24/7 support.

2015-2017

First office expansion into Charlotte market, with revenue exceeding \$100M.

2018-2019

Launched Red Technologies including shipper TMS & internal operating system.

2020-Today

Expanded into six offices and approaching \$1B annual revenue run-rate.

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02

OUR PEOPLE



EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION

Spot is committed to a policy of equal employment opportunity for all applicants and employees. We make all decisions to recruit, select, train, compensate, transfer, promote, and release employees without regard to age, race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, veteran status, or any other basis prohibited by law. We will also ensure equal employment opportunities for qualified individuals with a disability.

In addition, we ensure that our human resources policies and practices, such as wages, benefits, layoffs, returns from layoffs, and terminations, protect the above statuses.

Employees and applicants are not harassed, intimidated, or discriminated against in any way because they have filed a complaint; assisted or participated in any activity related to the administration of any federal, state, or local law requiring equal employment opportunity; opposed any act or practice made unlawful by any federal, state, or local law requiring equal employment opportunity; exercised any other right protected by federal, state, or local law requiring equal employment opportunity.

STATEMENT ON CHILD LABOR AND FORCED LABOR

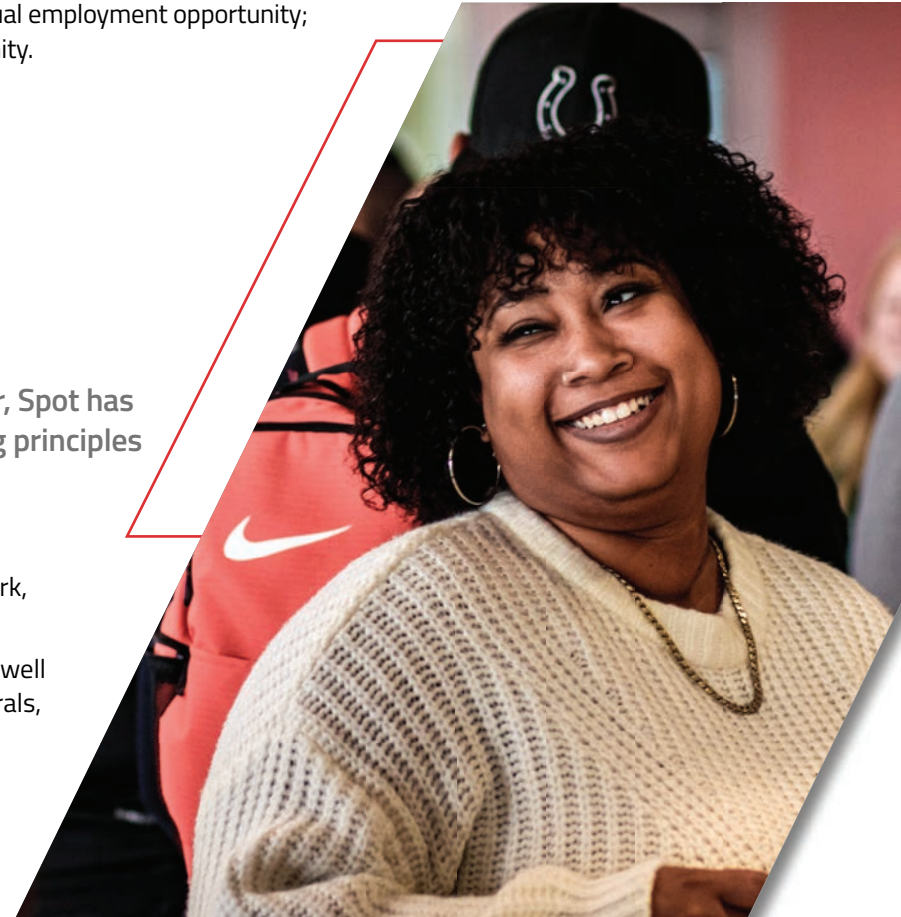
Child and forced labor are pervasive problems throughout the world. As an employer, Spot has an important role to play in these issues. To this end, Spot has adopted the following principles to reinforce its core value of treating all people with dignity and respect:

- Spot does not tolerate the use of child or forced labor in any of its operations.
- We do not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker.
- Spot supports temporary workplace internship and education programs for younger persons as well as statutorily allowed employment so long as such persons are closely supervised and their morals, safety, health and compulsory education are not compromised in any way.

For purposes of these principles, a "child" is anyone who is less than 15 years of age.

NURSING MOTHERS

At Spot, we provide all nursing mothers with adequate refrigerators, time, and a private place, other than a restroom, to express breast milk. These areas are cleaned and sanitized regularly and are shielded from view by the public and coworkers.



DIVERSITY, EQUITY, AND INCLUSION

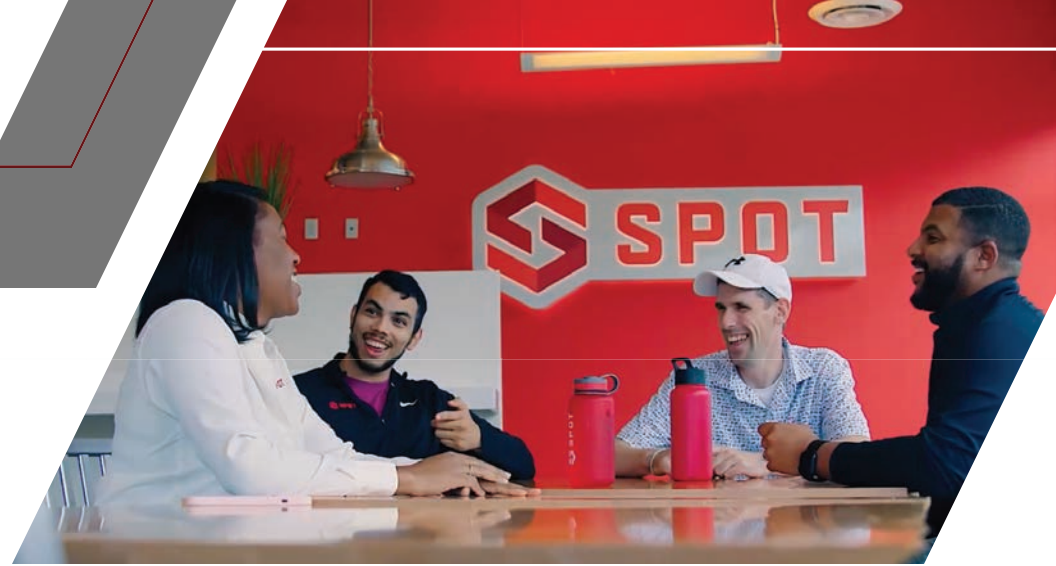
Spot is committed to promoting a diverse, equitable, and inclusive workspace for all employees. Just as we never lose our drive to deliver the best service for our carriers and customers, we are equally driven to create an environment where each employee feels safe and valued.

Our Expectation

At Spot, we have created a culture of growth and success. However, we know we can only grow and successfully meet our own goals as an organization by encircling, elevating, and empowering our entire workforce.

We differentiate ourselves by giving The Spot Experience to every employee, client, and customer. The Spot Experience is built on respecting everyone, which is the expectation and standard to which all Spot employees are held.

By ensuring that employees at all levels of Spot are committed to creating an inclusive and respectful work environment, we are creating a pathway to success for Spot as a whole and for every employee that makes this company great.



Diversity

We actively strive to create a diverse workforce that includes individuals from various backgrounds, including race, ethnicity, gender, age, sexual orientation, disability, religion, and national origin. We celebrate our employees' unique perspectives, experiences, and talents to drive innovation and creativity.

Equity

We are committed to ensuring fairness and equal treatment for all employees, regardless of their background.

Inclusion

Spot fosters a workplace where every employee feels valued, respected, and heard. We actively promote open communication, collaboration, and teamwork.

WORKPLACE SAFETY POLICY

Spot's main concern is the safety and well-being of our employees. Efforts are constantly being made to ensure that accident prevention is foremost in every facility's operation.

Spot cannot create this safe work environment alone. Every Spot employee also has a role and a responsibility in creating a safe work environment. Each employee is expected to do everything in their power to prevent injuries to themselves and co-workers through safe work practices and following the below guidelines:

- Employees should immediately report unsafe environmental conditions to their supervisor and Human Resources.
- All employees should avoid potential accidents by refusing to operate malfunctioning equipment and refusing to lift, push, or pull extremely heavy objects.
- Report damaged equipment to your supervisor and request assistance with extremely heavy objects.

In addition, all accidents or injuries must be reported to the employee's supervisor or Human Resources immediately. Employee compliance with safety rules, regulations, and procedures is subject to the Company's corrective action policy.



WORKPLACE ANTI-VIOLENCE

Spot is committed to providing a safe work environment free from threats and acts of violence. To ensure this safe work environment for all employees, customers, and visitors, Spot has adopted the following guidelines:

- Any behavior that threatens, intimidates, or coerces an employee, customer, or member of the public at any time is strictly prohibited and will not be tolerated.
- Any acts of violence, including (but not limited to) the physical or verbal assault of, or the damaging of property of an employee, customer, or member of the public, is strictly prohibited and will not be tolerated.
- All suspicious individuals or activities, including direct and indirect threats, should be reported immediately to your supervisor, Human Resources, or any other member of management. This includes threats by employees, customers, vendors, or other members of the public.

ANTI-DISCRIMINATION/ HARASSMENT POLICY

Spot is committed to maintaining a workplace free from harassment and discrimination. This policy outlines our commitment to providing a safe, respectful, and inclusive environment for all employees, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, marital and parental status, or any other protected class.

Our company prohibits the discrimination or harassment of any employee by other employees, managers, or outside parties. This policy applies to all employees, customers, carriers, vendors, and visitors in all Spot offices, including remote work locations and company-sponsored events.

Definitions:

Discrimination

Is when an individual or group of people are mistreated based on their protected class, as defined by applicable laws.

Harassment

Is when unwanted or unwelcome comments, conduct, or actions create a hostile, intimidating, or offensive working environment. Such behavior may also include unwelcome physical or verbal sexual attention, lewd comments, jokes, or conduct that creates an uncomfortable work environment.

Investigation and Resolution

Human Resources will initiate a timely, thorough, and impartial investigation upon receiving a complaint. All complaints will be taken seriously and treated with the utmost confidentiality to the extent permitted by law. If, following a harassment complaint, an investigation reveals that inappropriate behavior has occurred, the person who has violated this policy will be subject to disciplinary actions, up to and including termination of employment.

Protected Class

Classes protected by local, state, and federal anti-discrimination laws, including but not limited to race, color, religion, sex, sexual orientation, gender identity, national origin, age, and disability. Spot prohibits discrimination based on protected class in hiring, promotion, compensation, or other employment practices. We have a zero-tolerance policy for verbal, physical, or visual harassment. This includes offensive jokes, slurs, epithets, derogatory comments, or unwelcome advances.

Reporting Harassment or Discrimination

Any employee who believes they have experienced or witnessed harassment or discrimination should report the incident promptly to their supervisor, manager, or Human Resources. Once a supervisor or manager has been made aware of any situations involving harassment or discrimination, they are responsible for immediately reporting all known information to Human Resources.

All investigations will be led and conducted by Human Resources. Any manager receiving a report of harassment, discrimination, or unwelcome behavior must not initiate any investigation until directed by Human Resources. Managers who do not report complaints or initiate an investigation without Human Resources will be subject to disciplinary action up to and including termination.

Spot encourages open communication as outlined in Spot's Open-Door Policy to ensure employees can report concerns without fear of retaliation.

An aerial, black and white photograph of a complex multi-level highway interchange. The image shows several elevated roadways, overpasses, and ramps, with numerous cars and a large white truck visible on the roads. A prominent red diagonal graphic element, consisting of a thick line with a white outline, cuts across the upper left portion of the image. In the background, there are some buildings and trees.

03

ETHICS

CYBERSECURITY & COMPLIANCE

This year marked a significant milestone in our security journey. We completed our transition from SOC 2 Type 1 to SOC 2 Type 2 attestation. This rigorous process demonstrates not just that our security controls are properly designed, but that they operate effectively and consistently over time. Achieving SOC 2 Type 2 required us to meet a comprehensive set of requirements across security, availability, and confidentiality, all of which were validated through an independent third-party audit. This achievement reflects our ongoing commitment to protecting client data and maintaining the highest standards of operational security. It gives our customers, greater confidence that our controls aren't just in place, but are working as intended, every day.

- **Security:** Implementing and maintaining appropriate safeguards to protect systems and data from unauthorized access.
- **Availability:** Ensuring that systems and data are accessible when needed.
- **Confidentiality:** Protecting sensitive information from unauthorized disclosure.
- **Processing Integrity:** Maintaining the accuracy and completeness of data processing.
- **Privacy:** Protecting the privacy of personal information.

Building a Culture of Security

- **Comprehensive Security Training:** Every Spot employee undergoes annual mandatory training encompassing a variety of security topics. This includes identifying common phishing schemes, learning how to report suspicious activity, familiarizing themselves with information security best practices, and navigating potential social engineering attempts.
- **Active Testing and Reinforcement:** Monthly simulated phishing attacks put employees' knowledge to the test. Those who fall victim receive targeted refresher training, ensuring continuous learning and reinforcement of critical security skills.

Proactive Threat Management

- **Email Security Probation:** For employees who fall for a simulated phishing attack, a temporary email probation is implemented. This involves IT teams reviewing any outgoing emails containing links before they are sent, providing an additional layer of protection and reinforcing safe practices.
- **Cybersecurity Vigilance:** Recognizing the evolving nature of cyber threats, the IT team proactively informs employees about new phishing trends and emerging tactics through regular email alerts. This ongoing vigilance keeps everyone informed and prepared to identify and combat even the most sophisticated threats.

Spot's Cybersecurity Framework

- 24/7/365 SOCaas (Security Operations Center as a Service) monitoring of Spot's IT infrastructure, provided by three dedicated security resources.
- An Incident Response (IR) plan is in place with a one hour SLA with a leading DF/IR firm to restore business operations if needed.
- Full cloud integration with Azure/AWS/GCP for CSPM and IaaS monitoring.

By combining comprehensive training, active testing, and proactive threat management, Spot fosters a culture of security awareness and minimizes vulnerabilities within our organization. We firmly believe that informed and vigilant employees are our strongest line of defense in the ever-evolving digital landscape.

MITIGATING RISK

To ensure freight arrives safely and on time, we prioritize a rigorous, multi-layered carrier vetting process powered by our in-house technology subsidiary, Red Technologies.

Our team of over 50 seasoned specialists continually advances our infrastructure, utilizing proprietary software alongside industry tools like Carrier411, CarrierOK, and FMCSA to identify “bad actors” and monitor safety records across all regions. Additionally, through our CargoNet membership and partnership with RMIS, a Truckstop Company, we leverage secure data sharing and real-time compliance monitoring to mitigate risk.

Vigilance is maintained throughout the shipment lifecycle—from validation and pickup to final delivery—to safeguard against theft and operational disruptions.



Carrier Validation: Multi-Faceted, Tech-Enabled, Carrier Validation

- Real-time (RMIS API) check for active carrier insurance and authority prior to each shipment.
- RMIS risk factors are integrated into TMS, monitoring recent name, phone, and email changes.
- Proprietary “bookability” calculation validates and scores carriers.
- Leverage industry-wide reporting tools to identify red flag carriers.
- Zero tolerance policy for fraud and double brokering.
- Only utilize Satisfactory or Unrated carriers.
- Ongoing security awareness training for employees to combat the latest fraud and cybercrime tactics.
- Ability to customize settings (minimum authority, loads run, etc.) at the customer level.

At Pickup: Layered Protection with No Single Point of Failure

- Multi-factor authentication required for carrier access.
- Rate / load confirmations and pickup numbers are only available through MySpot Carrier app (no email).
- Carrier must be on automated tracking (ELD, project44, MySpot Carrier app) prior to pickup.
- VOIP numbers are not permitted for drivers.
- Third-party resources (i.e., Tive) can be leveraged for an additional layer of protection.
- Adherence to shipper best practices, including validation of carrier identity, is recommended.
- All carriers are tendered loads via the MySpot Carrier portal; verified contacts must log in and accept the tender to be booked on a Spot Freight load (no email).

In Transit: Automated Tracking and 24/7 Rapid Response Team

- 24/7 US-based track and trace team with escalation procedures in place.
- ELD (or use of MySpot Carrier app) integration required.
- Spot maintains a proprietary “tracking compliance” score to better evaluate carriers.
- The system allows for rapid identification, response, and communication (out-of-route, delays, etc.).
- Telematics solutions can provide greater visibility and security for in-transit shipments.
- Upon delivery, several key steps are recommended including:
 - » Validate delivering MC, including DL & placard.
 - » Confirm BOL match to shipper copy.
 - » Perform quantity checks as soon as possible.

04

WHERE
WE
WORK

START
YOUR
ENGINES



PAID TIME OFF (PTO)

All full-time employees are eligible for personal paid time off (PTO). The PTO policy provides guidelines and procedures for requesting and managing paid time off. We recognize the importance of work-life balance and understand that employees may need time off for various reasons. This policy is designed to balance our employees' needs with the Company's operational needs.

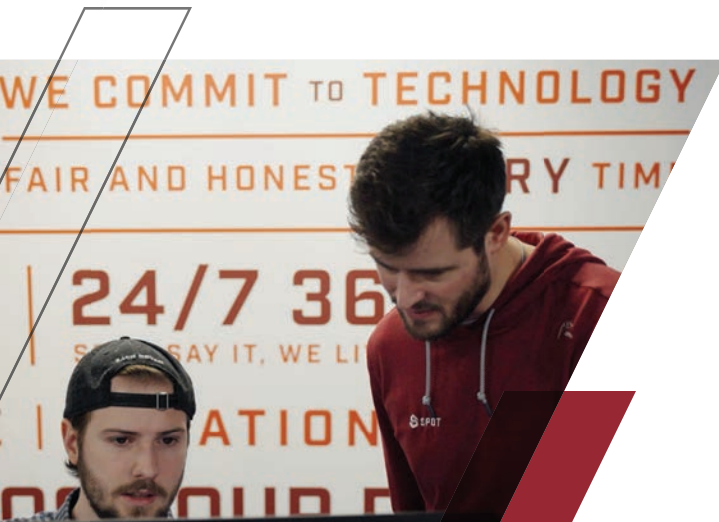


BEREAVEMENT LEAVE

If an employee loses an immediate family member, the Company provides up to five days of paid time off. The Company provides up to three days of paid time off in the case of an extended family member's death. Additional time off, with PTO or unpaid days, may be permitted at your immediate supervisor's and Human Resources' discretion.

Immediate (5 Days)
Spouse or Domestic Partner
Child
Parents/Siblings
Grandparents/Grandchildren
Mother-in-Law/Father-in-Law

Extended (3 Days)
Aunt
Uncle
Grandparents-in-Laws
Brother-in-Law
Sister-in-Law



OPEN DOOR COMMUNICATION

Communication and creating a work environment of mutual trust are essential at Spot. We welcome constructive opinions and recommendations for improving our business and employment.

Under the Open Door Communication policy, employees are encouraged to bring ideas, suggestions, solutions, or concerns to the attention of any member of Spot's senior leadership team without fear of retaliation.

If an employee is concerned about their supervisor, or if they believe their supervisor has not satisfactorily resolved a concern, Spot encourages its employees to get in touch with a senior leadership member or the Human Resources department. Spot takes no adverse action against any employee based solely on the employee's participation in any open communication activity.



COMPANY HOLIDAYS

Paid holidays are offered to full-time Spot employees. To be eligible for paid company holidays, the employee must be in an approved, paid status for their regularly scheduled workday immediately before and after the holiday. The Company observes the following holidays:

New Year's Day
Memorial Day
Independence Day
Floating Holiday

Labor Day
Thanksgiving
Christmas

When Christmas, New Year's Day, and Independence Day fall on a Saturday, the Company will observe the holiday on the Friday prior; if they fall on a Sunday, the Company will observe the holiday on the following Monday.

FLOATING HOLIDAY

The Floating Holiday Policy is intended to provide employees with additional paid time off beyond Spot's PTO and paid holiday policies. Spot wants to allow employees to celebrate and recognize dates that are important to them. This floating holiday may be used for any state or federal holiday during which Spot remains open for business. An employee's floating holiday may also be used for any religious or cultural holidays, or employee birthdays.

Full-time employees will receive one floating holiday per calendar year (January 1st - December 31st).

Employees will receive their floating holiday in their UKG Time Off bank on January 1st.

Employees who do not use their floating holiday before December 31st will lose their floating holiday for that year.

Floating holidays must be requested and scheduled following the process described in Spot's PTO policy.



OFFICE SUPPLIES SOURCING

In 2024, Spot transitioned to a more sustainable office supplies purchasing strategy, transitioning commonly used kitchen paper products like coffee cups, plates, and napkins to ASTM D6400 Certified EcoChoice products.



Soundproof Booths



Bowling Alley



Ping Pong Tables



Fitness Centers

OFFICE AMENITIES

Spot values its employees and has established modern offices to use while working for the Company. Each office offers several different amenities for employees to have a fun and stress-free work environment. These include work-related amenities such as soundproof booths and individual workplaces, as well as the bowling alley and the fitness centers in Indianapolis or ping-pong tables in Charlotte, all of which help employees have a fun and relaxing outlet at the office.

MANAGERIAL DEVELOPMENT

Each year, Spot brings its leaders together from across the country for our annual Spot Summit, an event designed to strengthen alignment, deepen collaboration and prepare our managerial teams for what's ahead.

Hosted in one of our office cities, the Spot Summit provides dedicated time and space for managers to step away from day-to-day responsibilities and focus on the bigger picture: the state of our business, the evolving logistics landscape and the strategic priorities that will shape the year to come. Industry experts often speak and provide insight into market trends, while customer and partner panels offer practical perspective on where brokers can deliver the greatest value.

Each Summit also intentionally incorporates a community-focused team-building initiative. By pairing strategic planning with meaningful community engagement, Spot strengthens its leadership foundation, and its impact, ensuring our teams are aligned, empowered and committed to making a difference in the year ahead.



CONTINUING EDUCATION

Our success begins with our people. We are committed to ongoing training and development to ensure our team has the skills and confidence to deliver exceptional value to our customers and partners.

In 2025, our sales team completed Sandler Essentials through Sandler Training, earning certifications that strengthen their consultative selling, communication, and relationship-building capabilities.

By investing in continuous learning, we reinforce a culture of accountability, growth, and performance, positioning our team, and our organization, for long-term success.

SANDLERSM

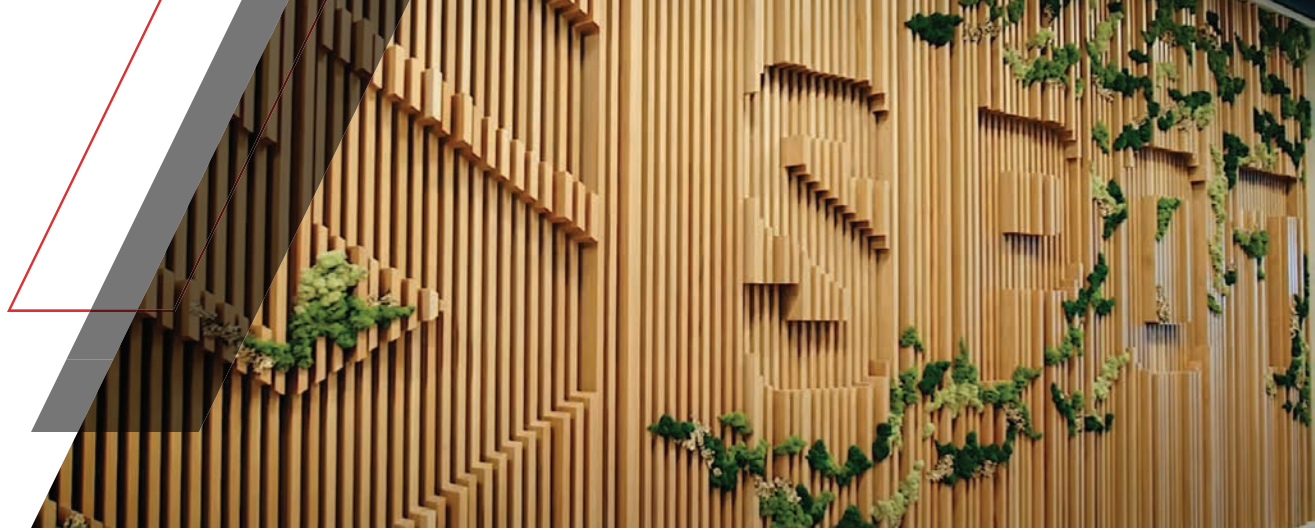
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05

WASTE & ENERGY CONSUMPTION PROCEDURES

OUR ENVIRONMENT



Spot is dedicated to operating in an environmentally responsible manner, and this commitment is reflected in a range of initiatives implemented across our offices.



BOMA 360



EnergyStar



LEED



WELL

- **Reducing our carbon footprint:** Occupancy-based lighting systems have been installed in all Spot offices, ensuring that lights are only used when in occupied spaces. This innovative approach has significantly reduced energy consumption, helping us minimize our environmental impact.
- **Resource recovery and responsible waste management:** We recognize the importance of resource conservation and responsible waste disposal. Recycling programs offering dual stream, single stream, electronics, and coffee recycling are available in five of our six offices, enabling employees to participate actively in waste reduction efforts.
- **Prioritizing green buildings:** Spot is committed to occupying and developing sustainable buildings. Four office buildings are LEED, WELL, and/or EnergyStar certified, demonstrating our dedication to creating healthy, energy-efficient workspaces.

These initiatives are just a few examples of Spot's ongoing commitment to sustainability. However small, every action can contribute to a more positive environmental impact, and we are committed to continuously seeking new ways to operate more sustainably.

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BY LOCATION

INDIANAPOLIS SALES HUB

All offices and floors of Spot's suite have occupancy sensors, ensuring energy is not being used when areas are not occupied.

WELL and BOMA 360 certified building

Office-wide single stream recycling with designated bins

Bi-annual building-wide electronics recycling program for office and personal electronics

Building-led annual energy, water, and waste audits

2023 all HVAC was converted over to DDC controls

Low flow faucets and automatic low flow toilets

On-site electric car charging stations

Parking garage and building lobby lights converted from fluorescent bulbs to LED

Occupancy sensors, ensuring energy is not being used when areas are not occupied

INDIANAPOLIS CAPITAL CENTER OFFICE

CHARLOTTE

- All offices and floors have occupancy sensors, ensuring energy is not being used when areas are not occupied.
- Sustainable ordering initiative has swapped common paper supplies (cups, plates, napkins, etc.) with ASTM D6400 Certified compostable options.
- Coffee recycling initiative to minimize impact of portioned coffee.

TAMPA

- LEED Gold and EnergyStar certified building.
- Office-wide dual stream recycling with designated bins.
- On-site electric car charging stations.
- All offices have occupancy sensors, ensuring energy is not being used when areas are not occupied.

TEMPE

- All offices have occupancy sensors, ensuring energy is not being used when areas are not occupied.
- LEED Gold and EnergyStar certified building.
- Office-wide single stream recycling.
- Continual electronics recycling program for office and personal electronics.
- Green Cleaning Program.

CHICAGO

- LEED Silver and WELL certified building.
- Office-wide dual stream recycling with designated bins.
- Continual electronics recycling program for office and personal electronics.
- Green cleaning program implemented, including reusable cleaning cloths, products purchased to meet IEQc3.3 requirements for air quality.
- All offices have occupancy sensors, ensuring energy is not being used when areas are not occupied.



06

GREENHOUSE GAS EMISSIONS



TRACKING EMISSIONS WITH OUR CARRIERS

The transportation sector significantly contributes to the United States' greenhouse gas emissions (GHG). According to the Environmental Protection Agency (EPA), transportation accounted for roughly 28% of total U.S. GHG emissions in its latest reporting.

Committed to Sustainable Transportation Solutions

Spot has partnered with the Fleet Sustainability Index (FSI) to provide customers with the most accurate carrier emissions data available to freight.

The FSI leverages Department of Transportation (DOT) data to capture a carrier's most frequently used truck models and their corresponding year of manufacture. This granular data allows the FSI to create a custom emissions rating for each carrier, offering a more precise picture of their environmental footprint than traditional "single factor" methods.

Spot recognizes the freight industry's environmental impact and is committed to being part of the solution. We are actively reducing greenhouse gas emissions through these innovative partnerships.



515,135.03

2025 CO2 Emissions
(Metric Tons)

344,266,624

2025 Total Mileage

1,496.33

2025 Average Emission
Per Mile [Grams]



A SUSTAINABLE FUTURE

Our dedication to sustainable practices is recognized by industry leaders. In 2025, SmartWay, a prestigious environmental program by the U.S. Environmental Protection Agency, gave Spot a five on a scale of 1-10 out of over 800 logistics companies evaluated. This impressive achievement is a testament to our dedication to operating and reducing our environmental impact.

Tracking and Emissions Monitoring:

We remain accountable for our environmental footprint by actively monitoring and tracking all greenhouse gas emissions generated by employee travel through air, rental vehicles, and rideshares.

Through partnerships with Egencia and Uber for Business, we gain valuable insights into our travel-related emissions, allowing us to identify areas for improvement and implement targeted mitigation strategies.

Embracing Sustainable Partnerships:

Partnering with like-minded organizations is crucial to achieving our sustainability goals. Recognizing Uber's commitment to becoming a zero-emissions mobility platform in North America by 2030, we have chosen them as our preferred rideshare partner for employees.

This strategic partnership allows us to leverage Uber's innovative solutions and contribute to their ambitious sustainability goals.

These initiatives are just a glimpse into Spot's ongoing journey towards a more sustainable future. We are continually pushing the boundaries of innovation and collaboration, actively seeking new ways to minimize our environmental impact and contribute to a cleaner planet.



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What sets Spot apart isn't a single service, system, or solution. It's how everything works together—our people, our technology, and our mindset. We spend our time differently so our customers don't have to spend theirs worrying, checking, or reacting. We take on the complexity so our customers can move with confidence.

That's how we deliver more than freight.
That's how we deliver time back.

www.spotinc.com

