



# 2023 Sustainability Report

Transportation Insight Holdings





# Introduction

Our 2023 Sustainability Report offers the latest updates on our efforts to bring Products, Partnerships and People together, with a goal to develop solutions that are sustainable, inclusive, innovative and resilient. While we still have a long journey ahead, we remain committed to solving problems by finding solutions.

We aim to:

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



## Our sustainability highlights since 2021



**8,600 trees planted** across the US as part of our sponsorship of 11 environmental groups



**\$127,500 donated** to promote environmental stewardship events with our partners



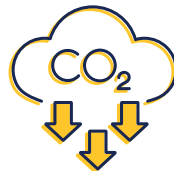
**Eight years** as a certified SmartWay company



**Bronze sponsor** of Truckers Against Trafficking



**3,902 lbs of trash** removed from local waters



**4,084 tons of CO2 saved annually** through green initiatives at offices and transportation optimization



**Over 160 employees are active members** of one of our Employee Resource Groups, where we provide support, resources and networking opportunities.



**Academic partnerships** with Massachusetts Institute of Technology and Georgia Tech

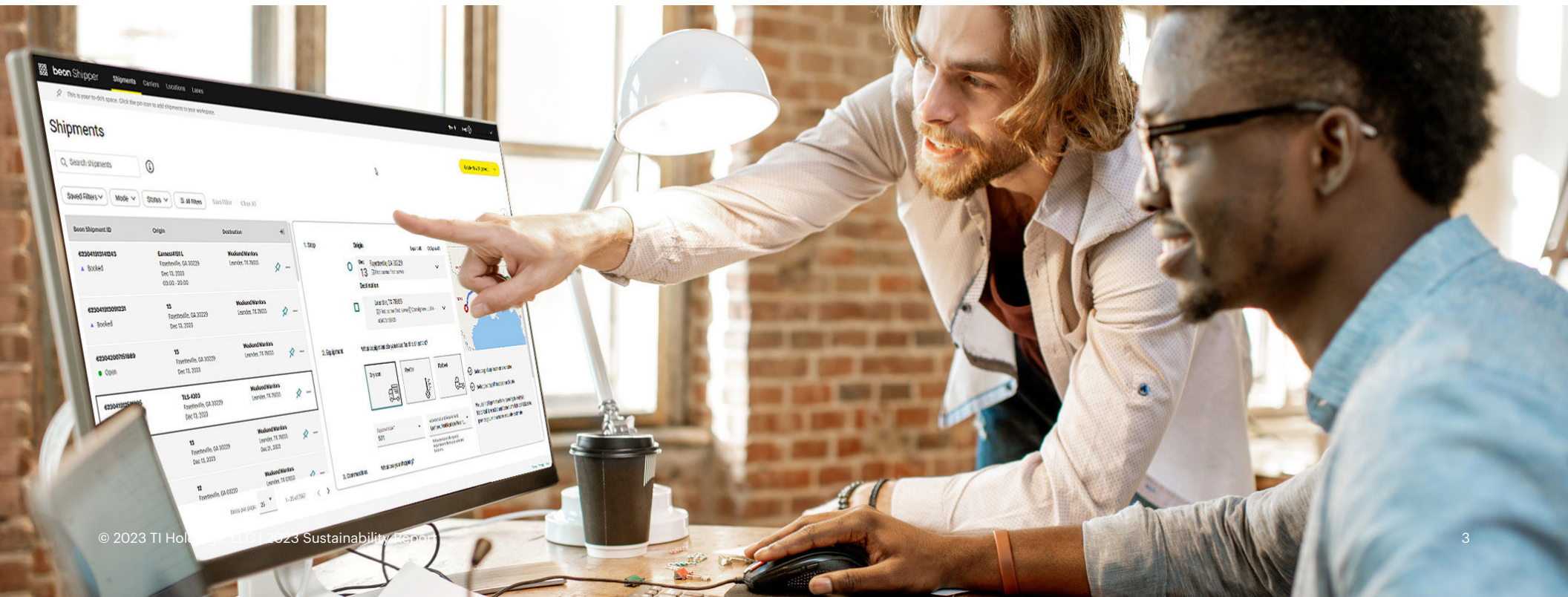
We continue to innovate and develop new products and solutions that enhance sustainability and resiliency across the supply chain and empower our shippers and carriers with new tools to thrive and strengthen their sustainability efforts.

## Beon™ Digital Logistics Platform

Beon is the shipping and logistics platform you'll never outgrow.

- **People powered.** We're a team of time-tested logistics professionals who are trusted by over 15,000 customers for guidance from the port to the porch.
- **Scalable.** You can self-serve utilizing our modern tech, execute a single shipment or partner with us to be your full-time logistics team. We scale up or down based on your needs.
- **Easy.** You choose the level of service and tech you want and change it when you need to. You are in control.

**beon**™  
Digital Logistics Platform

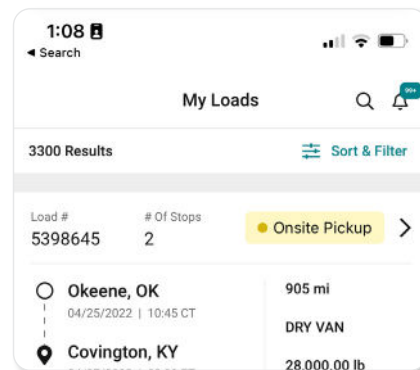
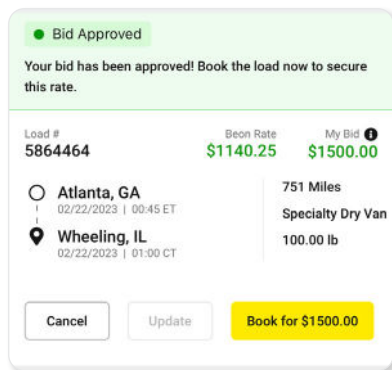


## Beon™ Digital Logistics Platform

The Beon Digital Logistics Platform helps our shippers identify savings opportunities, helps our carriers maximize asset utilization and creates a sustainable competitive advantage for your organization.

**Beon AI is our Artificial Intelligence solution** behind the Beon Digital Logistics Platform leveraging machine learning (ML) and natural language processing (NLP). Backed by a research team of data science PhDs and with decades of data at hand, we empower carriers and shippers to make lives easier. Imagine personalized push notifications, perfect load recommendations and dynamic pricing to ensure you get the most competitive rates. Beon AI puts you in control of the journey, wherever you are.

- **Automation:** Beon AI has intelligent load matching to recommend loads with a simple push notification through Beon Carrier. Using our advanced algorithms, we analyze your preferences and match carriers with loads. This improves the sustainability of the supply chain, matching freight with the right equipment.
- **Load bundling:** Beon AI offers opportunities to our carrier partners to bundle their linehaul loads with other loads in our network to form roundtrips and three-legged trips, thereby reducing empty miles and improving the efficiency of their network.
- **Posted truck locations** and algorithms within the Beon mobile app enable carriers to find loads more easily, reducing idle time and empty miles.
- **Get a quote** functionality gives shippers access to our network of 80,000 carriers and, in the future, the ability to select green carrier options.
- **Closer to paperless:** Beon Shipper and Beon Carrier does not require our brokers, carrier reps, shippers or carriers to print any documents to book loads and ship freight. All transactions are conducted electronically, reducing paper use.



*Did you know?*

- 92% of truckload shipments were priced with Beon AI at a 10% cost savings.
- 85% of shipments were intelligently and digitally matched within our network of 80,000 vetted carriers.

# Partnerships



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



## Partnership with ports

We work with every major port in the US daily. We have particularly strong relationships with the Port of Savannah, Port of Charleston, Port of Houston, Port of Los Angeles, Port of Long Beach and the New York/New Jersey Port Authority and have completed projects focused on providing additional cargo handling capacity through “pop-up” yards close to these ports. We are centering on these ports that follow higher sustainability standards, with a focus on reducing port congestion and carrier dwell time, to reduce greenhouse gas emissions and improve fuel savings.



## Partnership with warehouse owners and operators

Our network of over 5,000 connected warehouses offers nationwide solutions for crossdocking, short-term warehousing and pallet rework. We focus on procuring warehouses with close proximity to major ports or rail to ensure shorter distance hauls. These partnerships help us reduce congestion and carrier dwell time at warehouses, minimizing the long-haul movements from ports and return of empties, the time trucks stay in idle mode and greenhouse gas emissions.



## Partnership with green fleet carriers

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



## Partnership with academia

TI & NTG maintains a research and innovation department led by a Chief Data Science Officer since 2021. This team is responsible for establishing partnerships with academic institutions and research laboratories to evaluate innovative approaches to industry challenges.

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



Our research partnerships currently focus on solving four challenges:

- **Optimally allocating resources within our network**

Using advanced artificial intelligence models to find the optimal carrier match to avoid delays and reduce empty miles and idle truck time.

- **Identifying major sources of inefficiencies across the logistics cycle**

With a shortage of truck drivers, we are evaluating truck driver use across the transportation logistics cycle. Our preliminary results show that truck drivers spend up to 35% of their time waiting for their loads to be loaded and unloaded at ports and warehouses. By improving efficiencies to allow drivers to drive for 6-10 more minutes each day, we will solve most, if not all, of the driver shortage problems across our industry.

- **Predicting drayage disruptions**

Disruptions to drayage forces the supply chain to evolve quickly. We have partnered with researchers at MIT to develop models to predict disruption. This predictability provides shippers with crucial data to prevent idle time at ports, reducing carbon emissions while helping to correct the supply chain.

- **Spot bidding activities**

We collaborated with Georgia Tech to design a model to better predict spot bid carrier rates and suggest customer margin configurations to maximize loads won and help our shippers get better rates.



# People



We recognize that our people are key to our ability to execute our sustainability goals. Our commitment to providing safe and flexible working conditions, fostering diversity in its many forms throughout our workplace and increasing employee engagement has always been a fundamental part of our business model. Our commitment extends to our communities, where we strive to be a good neighbor through our active engagement and responsible business practices. We also pledge to join partners across the transportation industry to protect all people.

- **Speak-up line:** In 2023 we implemented a speak-up line for our employees providing them with an anonymous and confidential means to report workplace incidents.
- **90-day new hire check-in:** As part of our ongoing efforts to support and invest in our employees, we have implemented a check-in process during the first three months of their employment. This involves a survey and meeting to assess their performance, address any issues or questions they may have, and gather feedback on our processes.
- **Harassment/discrimination training:** We instigated mandatory training for all people managers to help prevent harassment or discrimination within our organization.
- **Human rights:** In 2023, we became a bronze-level sponsor of Truckers Against Trafficking (TAT) to support their mission of mobilizing the trucking, bus and energy industries to combat human trafficking through education and empowerment.

## Diversity, Equity and Inclusion (DEI)

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

We now have three Employee Resource Groups (ERGs) designed to provide support, resources and networking opportunities to various demographics and allies within our company:

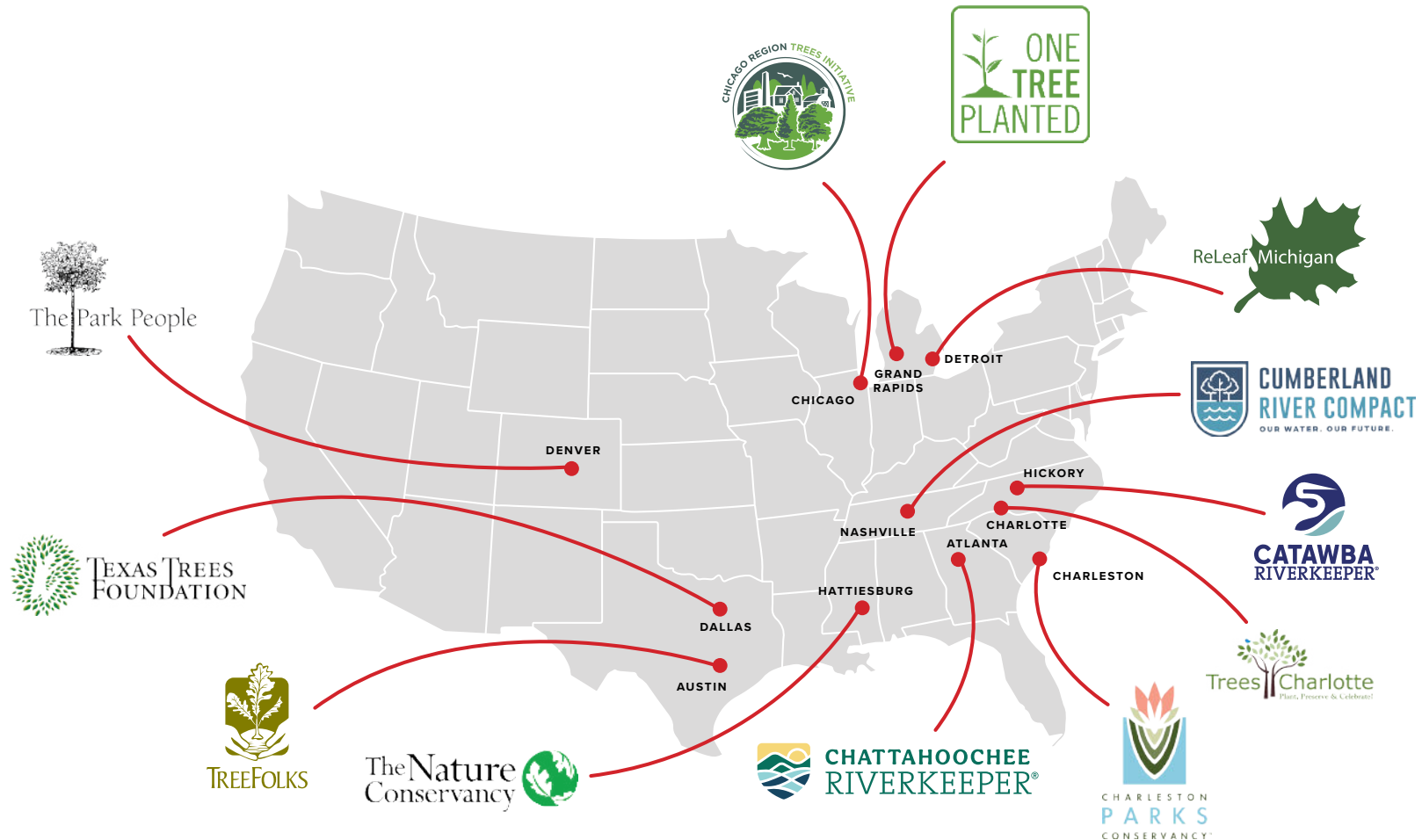
- **BeyondBlack** aims to foster an inclusive and supportive workplace, recruit and retain Black employees, and counter racial disparities and inequities through education and awareness.
- **EmpowHER** seeks to foster a community of female employees and allies at TI & NTG who aspire to broaden their network, enrich professional growth, and create organizational change to impact the company's experience for women.
- **LGBTQIA+** focuses on matching opportunities in career development, education, networking and workplace collaboration for LGBTQIA+ employees.



# Caring for the environment



TI & NTG partnered with environmental groups across the country to engage local offices in tree planting and river cleanup projects. These partnerships aimed to give back to the communities in which employees live and work. They also serve to engage our employees in environmental stewardship as we are committed to creating a more sustainable world.



**Carrier carbon emissions calculator:** TI & NTG is a non-asset company. However, we understand that our activities as a logistics brokerage impact the environment. In 2023, the company developed its initial dashboard to calculate our carriers' carbon emissions. We developed an algorithm to provide this data based on equipment type, fuel type, load weight, mileage and other seasonal variables. We are studying this data and working to improve it as a baseline to track and reduce our carrier carbon emissions impact in the future.



Corporate governance is more important than ever in today's business environment and underpins all our sustainability efforts. The rise of digital disruptive innovations and services creates a new set of risks that put risk management and cybersecurity at the forefront of our priorities. Our governance efforts start with our code of business conduct. We have several levels of risk control to ensure that we can identify all relevant laws and regulations with which we must comply and manage contract risk effectively throughout our operations.

- **Employee handbook:** In 2023, we updated our employee handbook to clearly define our procedures, policies and benefits for employees.
- **Code of conduct:** The company established the principles for its inaugural code of conduct in 2023, setting clear expectations for what is expected of employees to live our values every day.
- **Solicitation and gifting policy:** The company strengthened controls on gifting and solicitation to protect our customers and provide clear guidelines for employees.
- **Anti-bribery/anti-corruption:** A policy was established in 2023 to protect our customers and employees from unethical business practices.
- **Document retention policy:** A policy was adopted to support the appropriate retention of documents and records in compliance with our legal obligations and operational needs.
- **Data privacy/security privacy:** In 2023, we further refined our cybersecurity program, a risk-based program that includes continuous monitoring, threat intelligence, vulnerability assessments, application security and an adherence to regulatory compliance, ensuring that our security measures are prioritized based on identified risks and vulnerabilities.
- **Legal hold policy:** A policy was adopted to ensure our organization properly complies with its legal obligations to maintain documents and records required to respond to issues arising in connection with our operations.

# Collaborate with us

We believe that the transportation logistics industry has a lot to contribute to the global sustainable development efforts. Working together with our clients will allow us to develop novel solutions to our industry's challenges, learn more about sustainability and make a fundamental impact across our industry. Real, tangible impacts will come from partnerships that result in replicable and scalable ideas to improve efficiencies across our industry.

[Learn More](#)

## About Transportation Insight Holdings

TIH is a combination of Transportation Insight (TI) and Nolan Transportation Group (NTG) and brings people and technology together to make world-class logistics accessible to any business. Together with the support of 2,000 nationwide experts, our proprietary digital logistics platform, Beon, connects shippers with 80,000 carriers to bring on-demand logistics and the capacity to scale as needed. Whether outsourcing their entire logistics operation to us, booking a single load, or something in between, more than 15,000 shippers trust TIH to successfully guide their products from port to porch. To learn more about Transportation Insight and Nolan Transportation Group, visit [www.transportationinsight.com](http://www.transportationinsight.com) and [www.ntgfreight.com](http://www.ntgfreight.com).

