2025

Corporate Responsibility Report

RXO



RXO

2025

Corporate Responsibility Report

Safe Harbor Statement

Forward Looking Statements

The 2025 RXO Sustainability Report includes forward-looking statements that reflect our current views with respect to, among other things, future events, and financial performance. These forward-looking statements are intended to provide management's current expectations or plans for the future. They can generally be identified by the use of words such as "may," "will," "expect," "intend," "plan," "anticipate," "believe," "estimate," "predict," "potential," "pursue," "target," or the negative thereof or similar terminology. We remind readers that forward-looking statements are merely predictions and are subject to risks, uncertainties, and assumptions that are difficult to predict. Therefore, actual results may differ materially and adversely from those expressed in any forward-looking statements. Factors that might cause such a difference include, but are not limited to, economic conditions; changes in laws or regulations; demand for transportation and logistics services; environmental considerations; the impacts of global pandemics; and the actions of competitors. Further information on these and other factors that could affect the company's financial results is included in our filings with the Securities and Exchange Commission (SEC), including, but not limited to, our most recent Annual Report on Form 10-K and subsequent filings. RXO does not undertake, and specifically disclaims any obligation, to update any forward-looking statements to reflect occurrences, developments, unanticipated events, or circumstances after the date of such statement except as required by law. We invite our stakeholders to consult these documents as they discuss our operations, financial condition, and performance.

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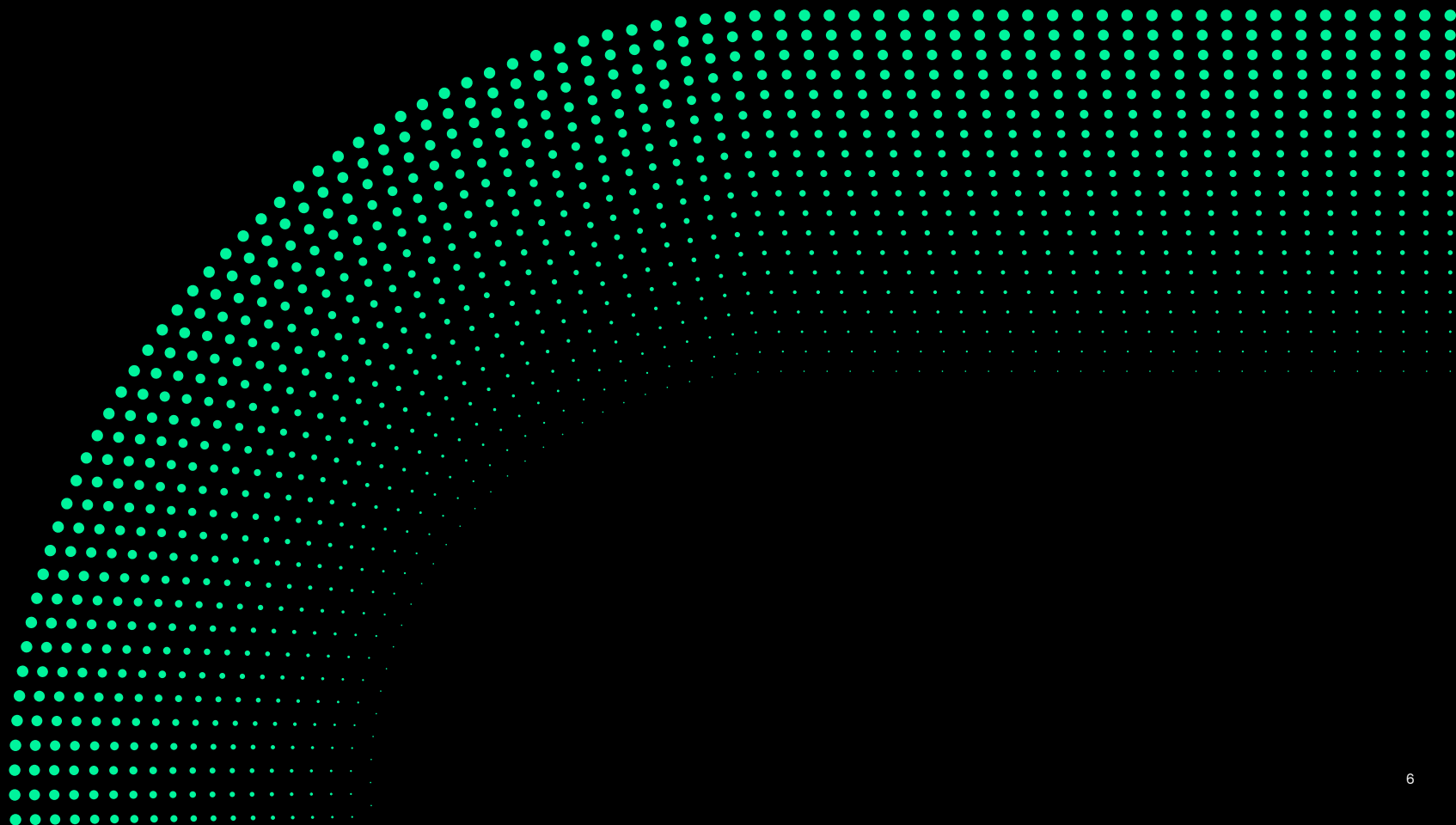
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Foreword



Letter from our Chairman and CEO

To our stakeholders:

Our second biennial Corporate Responsibility Report comes at an exciting time for RXO. Since our initial report, we have significantly expanded our scale and capabilities, most notably through the acquisition of Coyote Logistics in September 2024. By the end of 2025, we substantially completed the integration of our people and technology, establishing RXO as the third-largest provider of brokered freight transportation in North America.

When it comes to sustainability, our core mission remains unchanged: leveraging cutting-edge technology to find more efficient ways for shippers and carriers to move freight and reduce their carbon footprint. Our RXO Connect® platform continues to be the engine of this efficiency, now drawing on an even more comprehensive set of data that helps carriers reduce empty miles and shippers optimize supply chains.

In 2024 and 2025, we saw the tangible impact of these efforts, including a decrease in Scope 1 emissions, an increase in the number of intermodal miles brokered, and a significant expansion of our electric vehicle program within our Last Mile business. Our commitment to sustainability was further recognized by 2024 SmartWay awards for both our Dedicated and Brokerage lines of business, and we have enhanced transparency by introducing GLEC-certified logistics emissions reporting for customers.

Beyond environmental stewardship, being a people-first business is at the heart of our culture. We continue to prioritize safety and celebrate a diverse workforce that helps us outperform the market. I am especially proud of our employees, who supported their communities by using over 10,000 hours of Volunteer Time Off in the inaugural years of this new program.

I am grateful to our employees, customers, network of carriers and shareholders for their partnership as we build a more sustainable and prosperous future for the transportation industry.

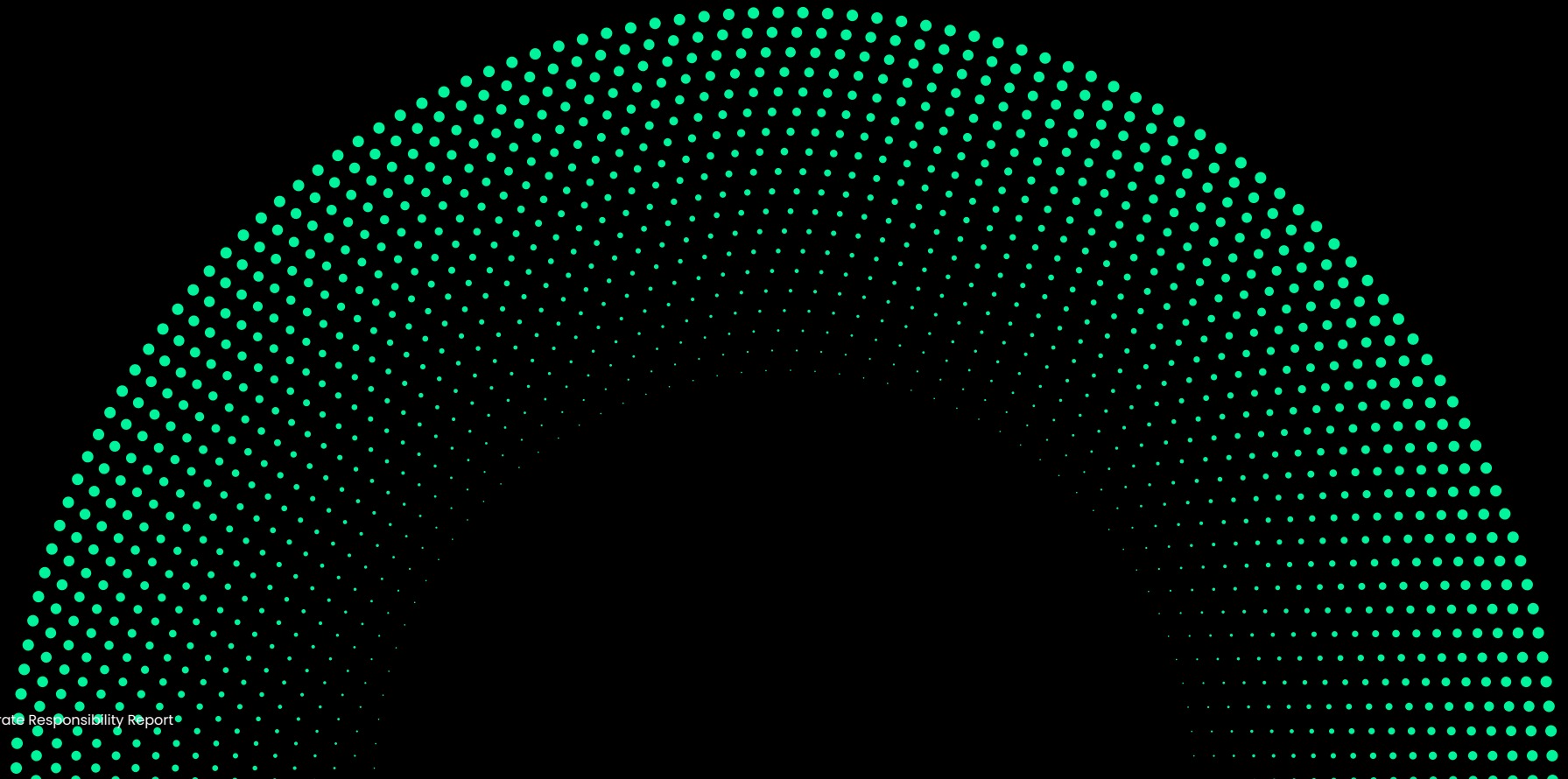




Drew Wilkerson
Chairman and Chief Executive Officer

RXO at a Glance

RXO is a leading provider of asset-light transportation solutions. RXO offers tech-enabled truck brokerage services together with complementary solutions including managed transportation and last mile delivery. The company combines massive capacity and cutting-edge technology to move freight efficiently through supply chains across North America.



Acquisition of Coyote Logistics

We acquired Coyote Logistics on September 16, 2024, and by the end of 2025, the integration of our people, operations and proprietary technology was substantially complete. RXO now has larger scale, an enhanced market position, more diversified market segments, a larger customer base, and broader carrier network. We are the third-largest provider of brokered freight transportation in North America.

Customer Base

We provide services to a diverse customer base ranging from small businesses to Fortune 100 companies and sector leaders. We serve customers in various industries, including retail and e-commerce, food and beverage, industrial and manufacturing, logistics and transportation, and automotive.

Geographic Reach

Our operations include multimodal networks in North America, including domestic ground and air transportation across the U.S. and Canada and freight forwarding services in Mexico. We also provide ground transportation services in parts of Europe. As of December 31, 2025, we had over 117,000 carriers in our North American truck brokerage network.

Digital Brokerage Platform

Our self-learning digital brokerage platform, RXO Connect®, plays a key role in optimizing operational efficiency. The platform provides real-time visibility into supply and demand, engages customers and carriers through user-friendly interfaces, and uses dynamic pricing algorithms for value and margin optimization. Efficiency is created through the digital platform by consolidating fragmented supply and demand networks to operate at scale.

Combining Operational Expertise and Technological Advancement

Within the fragmented trucking market, RXO has identified significant opportunities for optimization. The market, consisting mainly of smaller fleets, is poised for efficiency improvements. Our approach to this market challenge is centered around technology, with a focus on reducing empty miles to achieve economic and environmental advantages. Now with an expanded dataset from the Coyote acquisition, our data footprint is more comprehensive, providing even more accurate optimizations and recommendations.

Comprehensive Freight Transportation Services

- **Full Truckload**
- **Less-than-Truckload**
- **Managed Transportation**
- **Dedicated**
- **Middle Mile Solutions**
- **Warehousing and Transloading**
- **Home Delivery**
- **Intermodal**
- **Drayage**
- **Expedited Solutions**
- **Customs Brokerage**
- **NVOCC/Ocean Forwarding**

Our Sustainability Framework

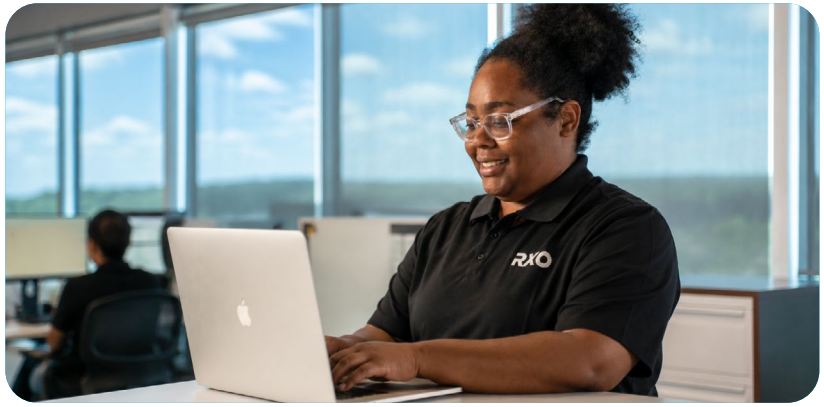
Determining Materiality

Understanding material sustainability issues is critical for RXO's long-term success. A materiality assessment is the process of identifying and prioritizing the key sustainability-related issues facing our industry and our business. This is done through a comprehensive stakeholder engagement process and deep research.

RXO previously reviewed and updated the company's materiality assessment, which was first conducted by XPO in 2018. This thorough review included detailed conversations with senior leadership, consultations with in-house experts, interactions with external stakeholders, and a comprehensive evaluation of potential business opportunities and risks.

The key issues identified by our company and stakeholders include:

- Health and safety
- Environmental stewardship
- Talent management and employee engagement
- Data security and privacy



Our Approach to Sustainability

We continue to be guided by our initial materiality assessment, and since our last report, we have made progress on our previous sustainability initiatives and introduced new ones. We prioritize visibility to customers and stakeholders through customer-specific and corporate-level ESG reporting. RXO is driven by our company values, stakeholder sustainability goals and expectations, and a desire to provide lower environmental impact transportation solutions.



Environmental Commitment

Core Programs

We are proud to release RXO's second iteration of our biennial sustainability report. Our first report established the baseline ESG metrics for 2022 and 2023 following our spin-off from XPO. Now, we are reporting on data for 2024 and 2025.

We offer our customers a wide variety of transportation solutions, and have a diverse set of sustainability offerings that support our customers' important sustainability goals. In this report, we will detail these initiatives and continue to disclose key metrics benchmarked in our initial report.

It's a dynamic time for sustainable solutions in the transportation industry. New technologies continue to emerge, and we are committed to evaluating them. Given the diverse nature of our business, we must use a combination of various initiatives, such as electric vehicles, alternative fuels, empty mile reduction solutions, low rolling resistance tires, and more, to drive our sustainability initiatives.



GHG Emissions

Scope 1 and 2 Emissions at RXO

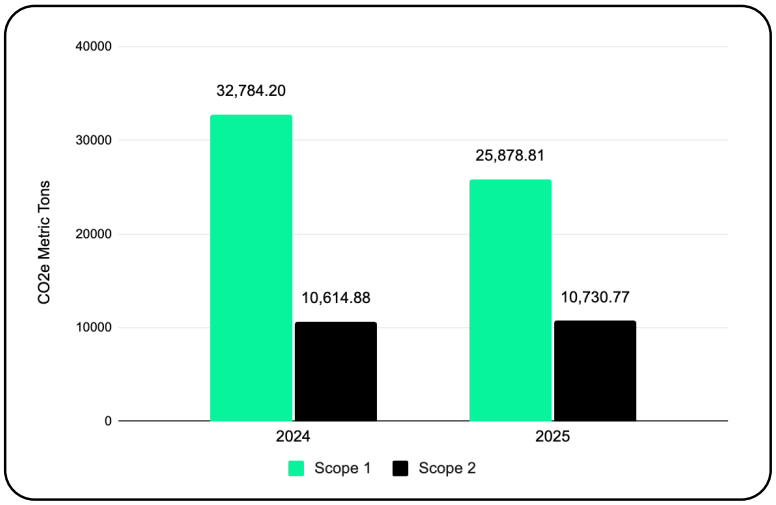
At RXO we report on our Scope 1 and 2 greenhouse gas (GHG) emissions inventory at the corporate level. Scope 1 emissions are direct, occurring from sources that the organization controls or owns. Scope 2 emissions are indirect and related to the purchase of electricity, steam, heat, or cooling.

For our case, the main sources for Scope 1 and 2 are as follows:

- **Scope 1:** fuel usage in directly owned and operated fleets, natural gas usage at our sites
- **Scope 2:** electricity usage at our sites

GHG Inventory

RXO Greenhouse Gas Emissions



**We report a location-based Scope 2 figure*
**Dedicated yard trucks and any owned/operated trucks without Scope 1 usage data were omitted from our calculation*

SmartWay Carbon Emission Factors by RXO Group

Each year carriers and logistics companies submitting annual data to the SmartWay program are ranked by the EPA and Natural Resources Canada for three different emissions: carbon dioxide (CO2), nitrogen (NOx), and particulate matter (PM2.5 labelled for simplicity as PM). In addition to rank, the grams per mile (g/m) and grams per ton-mile (g/tm) amounts of these emissions are reported. Trucking companies are ranked from 1 to 5, and logistics companies are ranked from 1 to 10, with 1 being the best.

The emissions rankings and factors for RXO entities for 2024 are as follows:

2024 CO_2:

Carrier Fleet Name	Mode	g/m CO_2 Rank	g/m CO_2	g/tm CO_2 Rank	g/tm CO_2
Jacobson Transportation Company, Inc., an RXO Company: Dedicated	Truck	1	1338	1	71.33
RXO Capacity Solutions INC.	Logistics	4	1399.6	5	108.37
RXO Capacity Solutions, LLC	Logistics	4	1399.6	8	112.22
RXO Express, LLC	Truck	2	926.5	2	106.5
RXO Freight Forwarding Inc	Logistics	1	399	10	126.5
RXO Last Mile, Inc.	Logistics	10	2101	8	112.22
RXO Logistics	Logistics	8	1804.4	9	118.37
RXO Logistics NLM, LLC: Logistics	Logistics	4	1399.6	8	112.22
Bounce Logistics LLC	Logistics	2	790.5	9	118.37
Coyote Logistics, LLC	Logistics	3	1175	2	94.24

2024 NOx:

Carrier Fleet Name	Mode	g/m NOx Rank	g/m NOx	g/tm NOx Rank	g/tm NOx
Jacobson Transportation Company, Inc., an RXO Company: Dedicated	Truck	4	3.113	4	0.1844
RXO Capacity Solutions INC.	Logistics	5	3.8906	5	0.2817
RXO Capacity Solutions, LLC	Logistics	4	3.3832	8	0.3012
RXO Express, LLC	Truck	3	1.78	3	0.246
RXO Freight Forwarding Inc	Logistics	1	1.16	9	0.3269
RXO Last Mile, Inc.	Logistics	10	5.79	9	0.3269
RXO Logistics	Logistics	8	4.8115	9	0.3269
RXO Logistics NLM, LLC: Logistics	Logistics	5	3.8906	9	0.3269
Bounce Logistics LLC	Logistics	2	1.8725	7	0.2957
Coyote Logistics, LLC	Logistics	3	2.7157	3	0.2526

2024 PM:

Carrier Fleet Name	Mode	g/m PM Rank	g/m PM	g/tm PM Rank	g/tm PM
Jacobson Transportation Company, Inc., an RXO Company: Dedicated	Truck	3	0.0042	3	0.0002
RXO Capacity Solutions INC.	Logistics	5	0.0288	5	0.0022
RXO Capacity Solutions, LLC	Logistics	5	0.0288	8	0.0025
RXO Express, LLC	Truck	4	0.0144	3	0.0016
RXO Freight Forwarding Inc	Logistics	1	0.0056	9	0.0034
RXO Last Mile, Inc.	Logistics	9	0.0476	8	0.0025
RXO Logistics	Logistics	8	0.0388	7	0.0023
RXO Logistics NLM, LLC: Logistics	Logistics	8	0.0388	9	0.0034
Bounce Logistics LLC	Logistics	2	0.0112	7	0.0023
Coyote Logistics, LLC	Logistics	4	0.0236	4	0.0021

**Data year 2025 SmartWay emission factors have not yet been released by the EPA*

We use these RXO-specific emission factors in addition to those assigned to our SmartWay partner carriers to complete customer-specific carbon footprint calculations following the EPA's methodology.

Waste

Our waste management strategy is divided into three main sectors: Last Mile warehouses, office spaces, and corporate e-waste.

Waste & Last Mile Warehouses

In our Last Mile warehouses, municipal solid waste and recycling items are generated resulting from normal facility activities. We use third-party waste and recycling vendors who collect, haul, recycle, or dispose of materials on our behalf. To manage this, we use approved waste providers and follow company commitments to environmental compliance, safety, and responsible disposal. We separate waste streams, use recycling and product-specific recovery programs, adjust container sizers and pickup schedules, and track waste and recycling data provided by our vendors. Feedback from facilities teams, sustainability leaders, vendors, landlords, and customers helps us improve these programs and confirm they are working as intended.

We manage waste by sorting it into clear categories, including cardboard, commingled recycling, trash/municipal solid waste, pallets, construction & debris, electronic waste, white goods/ appliances, plastics, and wood. Each waste stream is handled by approved partners that collect, recycle, or dispose of materials based on local and state requirements. We work closely with these partners to regularly review our waste strategy for cost savings and compliance with changing laws across different states, which may affect how certain waste streams are handled. Our goal is to reduce landfill waste, increase recycling and recovery where possible, and keep programs consistent across locations. We continue to adjust and improve these efforts based on vendor reporting, operational feedback, and regulatory changes.

Waste & Office Spaces

In our office spaces, waste and recycling are collected by the local municipalities' collection services. Where collection services are available, many of our sites have recycling programs. Waste generation amounts are estimated based on employee headcounts. Waste streams include typical office-related generations such as paper, plastic, and food scraps. Many of our office locations have water stations, reusable dishes and reusable utensils to cut back on disposables.

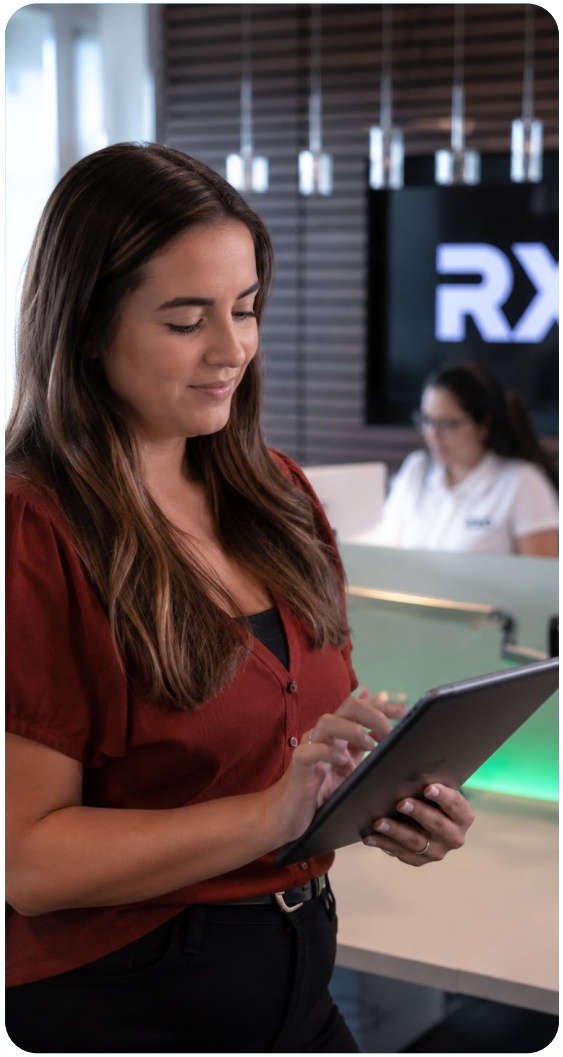
Corporate e-waste

We are committed to the reuse or safe disposal of media assets. Before media reaches the e-waste stage, laptops and related peripherals are re-used multiple times. We proudly support laptops past their design lifetime of three years by using them for five or more years, and we use monitors and accessories for even longer.

After the media reaches our e-waste vendor, the vendor reports back to RXO the total assets that were refurbished and resold. We are proud to have more than 50% of our assets refurbished or resold in 2024 and 2025.

	2024	2025
Total weight collected	26,407 lbs	14,813 lbs
Total assets tracked	2,203	1,667
Total assets refurbished and resold	1,424	846
% Total assets refurbished and resold	64.64%	50.75%

RXO has a formalized e-waste process that is as follows:



Media Protection

We safely store e-waste devices in secured RXO stockrooms with restricted badge access. Devices that are pending disposal are segregated from reusable inventory. All laptops are BitLocker-encrypted, which provides data protection while awaiting disposal.

Media Access

Only authorized RXO personnel can access the stored devices, and all devices require domain authentication. Local admin access is restricted and controlled.

Media Sanitization

All e-waste devices are sent to approved vendors that perform certified data sanitization or physical destruction. Devices are not marked as “disposed” until sanitization is complete.

Media Marking

All devices carry RXO asset tags that are tied to HAM (hardware asset management) records. The HAM status identifies if the device is pending disposal or has been disposed. The disposal orders link serial numbers to destruction records.

Media Accountability

Vendors provide tracking from pickup through destruction. Chain of custody is maintained via disposal order numbers, vendor pickup records, and serial number tracking.

Media Transport

E-waste devices are boxed and inventoried prior to pick up and transported by approved vendors. Devices remain encrypted during transport.

Media Destruction

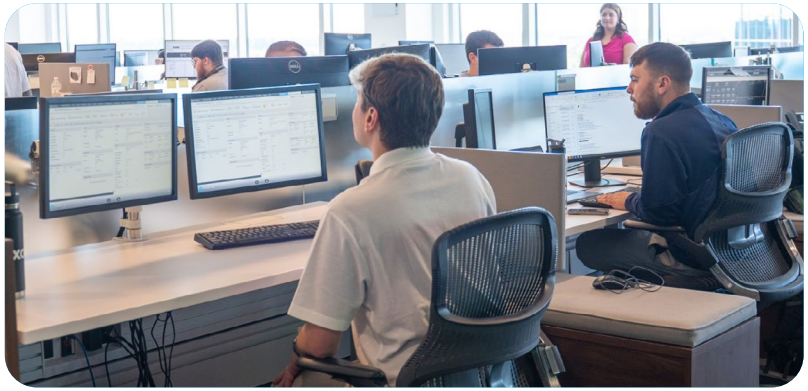
Vendors perform physical destruction or certified wiping. The certificate of destruction confirms destruction by serial number and is retained.

Energy

At RXO, energy usage is limited to typical office and warehouse usage. We utilize a third-party energy management vendor to track and monitor energy usage across various RXO sites. We use this utility data to complete a location-based calculation for scope two. For any sites where utility data is not available, a square footage estimation is completed based on the average usage of our sites with utility data via type (e.g., warehouse, office). If the site is only in use for part of the year, the square footage is adjusted accordingly. Some of our sites also use natural gas for heating, which is also tracked by our third-party vendor and is used when calculating our scope one emissions. Also, our owned and operated fleets use fuels for energy to power their transportation moves.

Many of our offices make use of LED lighting to help reduce our energy consumption. Also, at our site in Poland, we leverage solar panels for a source of renewable energy to our office.

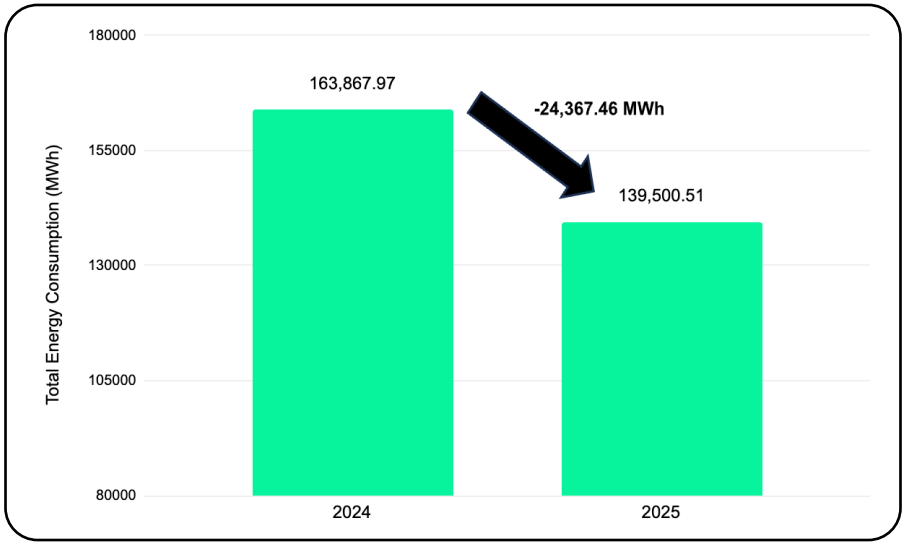
Our organization's energy consumption totals in MWh with consumption of fuel using a HHV (higher heating value) is as follows:



	2024	2025
	MWh from non-renewable sources	
Consumption of fuel (excluding feedstock)	134,939.05	108,989.30
Consumption of purchased or acquired electricity	28,928.92	30,464.39
	MWh from renewable sources	
Consumption of purchased or acquired electricity	N/A	46.82
Total energy consumption	163,867.97	139,500.51

From data years 2024 to 2025, we saw a total energy consumption decrease of 24,367.46 MWh.

RXO Energy Consumption



Corporate ESG Reporting Annual Disclosures

EcoVadis

EcoVadis is a longstanding sustainability rating agency that is used globally. Many of our customers use EcoVadis to evaluate suppliers like RXO in terms of their ESG (environment, social, governance) activities, policies, and programs.

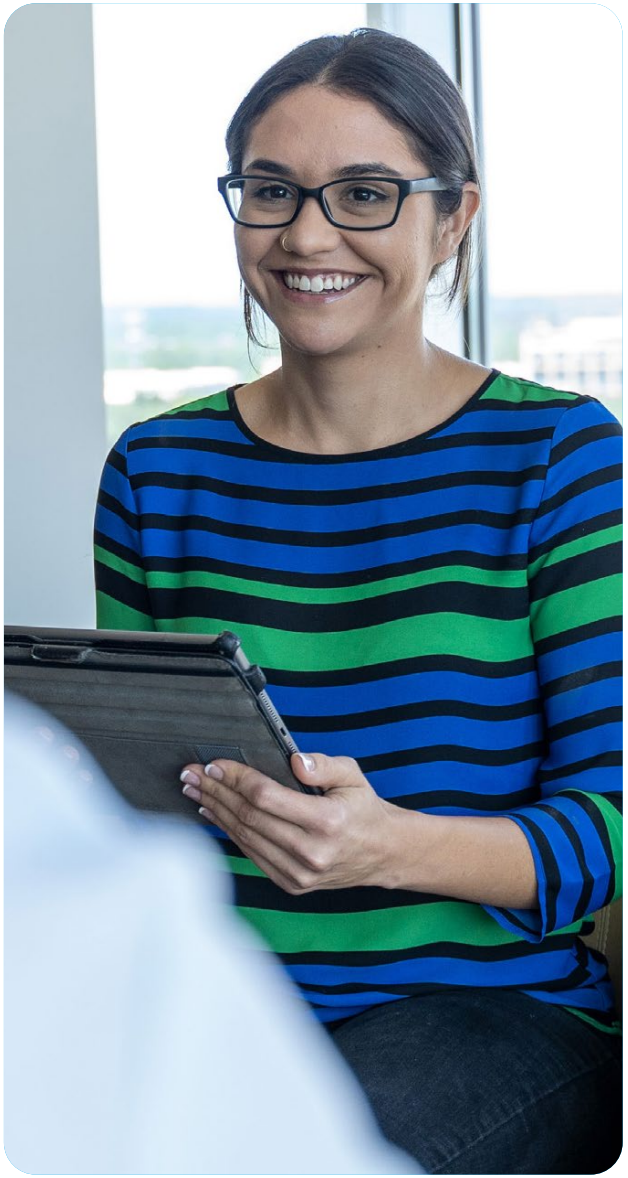
We report annually to EcoVadis under RXO INC (group). We have earned a committed badge from EcoVadis for our submission and ESG efforts. EcoVadis provides scores across four categories (environment, labor & human rights, ethics, and sustainable procurement), and our score falls above the average industry score.

CDP

CDP (Carbon Disclosure Project) is **"a global non-profit that runs the world's only independent environmental disclosure system for companies, capital markets, cities, states and regions to manage their environmental impacts"**. Each year we complete the CDP climate questionnaire under "RXO" and track our progress across each reporting cycle. CDP scores are **available publicly** on their website.

S&P Global CSA

S&P Global's CSA (Corporate Sustainability Assessment) was established in 1999 and helps companies **"measure, manage, and communicate how they perform on the issues that matter most to their business and stakeholders"**. It allows RXO to report key sustainability metrics and benchmark our ESG performance year over year.



Sustainable Transportation Initiatives

We are committed to supporting our customers' sustainability goals by implementing and developing sustainable transportation initiatives across our lines of business. In this section of the report, we will detail our active sustainable transportation initiatives in 2024 and 2025. From tech-enabled empty mile reduction to intermodal conversion and electric vehicles, each solution is a piece of puzzle to sustainable transportation. Depending on which RXO line of business the customer works with, and the customer's own sustainability goals, we try to find the right initiatives to pair with their business.

Electric Vehicles

Our company is dedicated to evaluating new and innovative sustainable transportation solutions, decreasing our dependence on conventional fuel sources, and working with customers to help them achieve their sustainability goals. As a part of this commitment, we look for strategic opportunities to incorporate electric vehicles (EVs) into our owned and operated fleets. Our work with electric vehicles showcases our strategic partnerships with customers to decrease transportation-related emissions.

EVs in Last Mile

We are partnering with customers in Last Mile to help them achieve their sustainability goals. Through this work we have incorporated EVs into our Last Mile delivery fleets in New York City, Boston, Philadelphia, Washington D.C., Baltimore, Miami, Raleigh, Birmingham, Syracuse, Buffalo, Cincinnati, Kansas City, Toronto, and Vancouver. We have established charging solutions at distribution centers to support the build-out of EV infrastructure.

Since the release of our last Corporate Responsibility Report, our Last Mile EV program has expanded into 10 new EV markets. We have also added over 30 EVs to our fleet and increased our charging capabilities at our facilities.

Adopting EVs in today's market can be tricky given the lack of charging infrastructure in many areas of North America, as well as range limitations on heavy-duty EV vehicles. Our Last Mile team has found a sweet spot in final mile deliveries where the vehicles can charge overnight at our hubs and complete deliveries during the day.

EVs in Dedicated

Our Dedicated team has been evaluating the best fit for EVs in their operations. They have completed various demos of EVs across different modes, including straight trucks, class 8 tractors, and yard trucks. Demos allow for real-life testing and experience of the technology in the applied asset class. At present state, the most feasible implementation has been yard trucks. Dedicated now has 2 EV yard trucks in their operations.

EVs in Brokerage

To decarbonize our shipping solutions as a broker, we are always looking for strategic partnerships with carriers running sustainable assets. At current state, it can be hard for our partner carriers to implement EVs into their full truckload (FTL) operations given charging infrastructure and range limitations. However, one of our partner carriers found success in 2024 and 2025 operating EVs in Southern California. They transported over half a million pounds of goods for our customers solely using EVs. We will continue to partner with EV carriers in Brokerage where capacity is available.

RXO is a proud partner of SmartWay, an EPA and Natural Resources Canada program that helps decarbonize the freight transportation sector and improve supply chain efficiency. We also encourage our partner carriers to participate in the program and align with our sustainable values.

In some of our customer-specific reporting, we demonstrate to customers the distribution of their loads transported using SmartWay carriers. Increased SmartWay carrier usage helps with emissions accuracy by using the SmartWay carrier's specific EPA-assigned carbon emission factor in calculations. Also, in our Brokerage transportation management system (TMS), buyers can see which carriers are SmartWay certified when choosing a carrier to match with a load.

SmartWay Awards

- RXO Dedicated Transportation was named a **2024 SmartWay High Performer** for the second year in a row
- RXO Brokerage was named a **2024 SmartWay Leader for Sustainability Excellence in the Freight and Logistics Industry**



Dedicated Fleet

In-Depth Fleet Efficiency Evaluation

We conduct thorough evaluations of our fleet's current fuel efficiency, pinpointing areas for improvement, and identifying the least efficient vehicles for early replacement. Vehicle efficiency is a key consideration when acquiring new assets.

Strategic Fleet Renewal

Based on pilot program insights and detailed research and analysis, we have established a strategic process for fleet renewal that prioritizes the acquisition of vehicles that offer the best fuel efficiency improvements and align with our sustainability objectives.

RXO Dedicated replaces tractors every 60 months and trailers every 120 months. Our average tractor is 29 months old with trailers averaging 130 months. Trailer age is impacted by shuttle and yard operations that require older trailers. When those operations are removed, our average trailer age is 115 months.

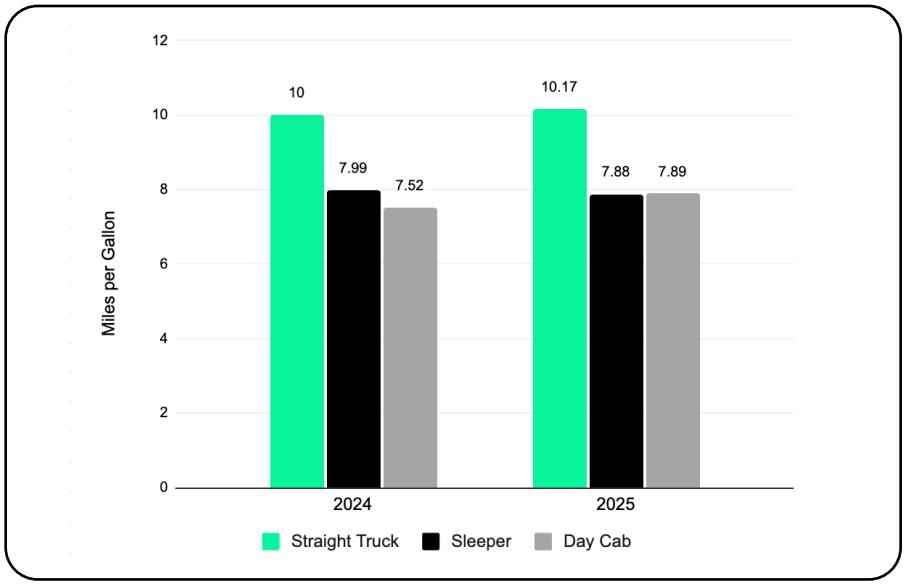
Comprehensive Driver Training Initiatives

We have launched extensive driver training initiatives focused on maximizing fuel efficiency through advanced driving techniques, leveraging telematics and real-time feedback to encourage fuel-saving behaviors.

Other Sustainable Fleet Aspects

Our Dedicated fleet uses biodiesel when available. All our trucks use ULSD (ultra-low sulfur diesel) and are Clean Idle Certified.

Dedicated Average Fuel Efficiency (miles per gallon)



Tech-Enabled Empty Mile Reduction

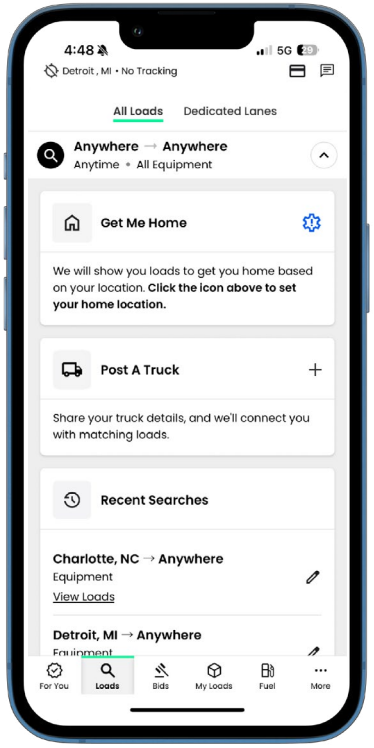
The reduction of empty miles is arguably the easiest way for a transportation company to reduce emissions, and typically a natural first step in their decarbonization journey. Simply put, empty miles are miles driven empty while not hauling a load. This creates unnecessary fuel usage and emissions. At RXO, we have solutions on our RXO Connect® and RXO Drive® applications to help our carriers reduce the number of miles driven empty.

Here we describe our tech-enabled solutions to reduce empty miles:

Get Me Home: Carriers can search for loads that are routed towards their home base.

Reloads/Plan Next Move: This feature is used when a carrier has completed a delivery or has an upcoming load and wants to find a return load. It helps the carrier check what loads are available from the destination city within the next couple of days. It uses the same equipment type as the delivered/upcoming load, and a radius of 100 miles.

Posted Trucks: Carriers can enter the details of an empty truck and get notified of loads that match the criteria.



Carrier Sustainability Support with RXO Extra™

RXO Extra is our integrated carrier marketplace that allows our partner carriers to earn rewards and receive discounts on what matters most, from our fuel card program to vendor discounts. RXO Extra also has sustainable aspects for our carriers to take advantage of.

We offer discounts on LRR (low rolling resistance) Smart-Way approved tires. LRR tires help increase both fuel and energy efficiency, leading to lower GHG emissions from the tailpipe.

Through our fuel card program, carriers can receive discounts on biodiesel right at the pump. Biodiesel can be more sustainable than traditional diesel because it is manufactured using materials like vegetable oil or recycled cooking oil. Vegetable oil specifically has lifecycle carbon reduction aspects because as the crops are grown, they absorb carbon dioxide from the atmosphere. Vegetable oil is also a renewable source, unlike fossil fuels. Recycled cooking oil has circularity aspects as it is turning what was previously waste into an energy source and diverting it from entering landfills or sewage. When biodiesel burns, it also emits less particulate matter, carbon monoxide, and hydrocarbons than traditional diesel. Through RXO Extra, we offer carriers a fuel map that helps them search for fuel stations nearby and compare costs.



Intermodal Conversion

Intermodal is one of the transportation modes we offer at RXO. Intermodal's use of rail has better fuel efficiency and yields a lower carbon footprint than traditional over-the-road trucking. Based on a report from the EPA, trains are around four times more fuel efficient than trucks and result in a 75% reduction in GHG emissions.

We offer conversion of traditional over-the-road trucking loads to intermodal rail where applicable; this allows for GHG savings. This conversion is one of the easiest and most straightforward ways available today to drive immediate GHG savings.

	2024	2025
Total Tons Transported on Intermodal	548,712	581,582
Miles Travelled on Intermodal	65,525,019	73,033,797

From 2024 to 2025 we increased our total tons transported on intermodal by 32,870: **an increase of 6%**. We also increased miles travelled on intermodal by 7,508,778: **an increase of 11.5%**.

Load Consolidation in Managed Transportation

Our Managed Transportation business offers load consolidation solutions as an easy first step to reduce shipping-associated GHG emissions. This allows for maximization of the payload of each mile driven, and the emissions reduction associated with it. For example, rather than sending two loads of shipments half empty to nearby locations, it is more efficient to consolidate them on one truck and have that truck make two stops, allowing for fuel and associated emissions savings. It's all about maximizing the capacity of every truck we put on the road.

Sustainable Air Charter

We are committed to improving sustainability across our air charter operations by reducing fuel consumption and improving flight efficiency. Using flight-planning tools such as ForeFlight, our team reviews routing, weather patterns, and wind conditions to identify the most efficient flight path for each mission.

Operationally, we focus on reducing unnecessary fuel burn through optimized routing, limiting non-revenue repositioning where possible, and matching aircraft type to trip requirements.

We also partner with third-party air carriers to support customer requirements. In those situations, we consider aircraft type and routing options to help reduce unnecessary fuel consumption where possible.

These efforts support overall fleet efficiency and help reduce environmental impact. By building this type of planning into daily operations, we work to balance reliable, time-critical service with practical, responsible operating decisions.



Drop Trailer Solution

Our drop trailer solution uses RXO branded and owned trailers for customer loads. This allows for trailers to be dropped at a customer's facility rather than waiting for it to be loaded or unloaded. This solution cuts down on waiting and associated idling, and can reduce empty miles, leading to a reduction of unnecessary fuel usage and emissions.



Increased Efficiency Using a Data Lake

By leveraging insights from our data lake to analyze utilization patterns and optimize operations, we have reduced inefficiencies and improved overall performance. Advanced BI capabilities built on the data lake enable deeper analysis and more informed decision-making to support sustainability initiatives.

Customer-Specific Sustainability Reporting

We can't reduce what we can't measure, which is why visibility to customer-specific sustainability reporting is key. Across our lines of business, we have various carbon footprint reports that show customers their transportation-related emissions with RXO. These reports are built using the EPA's SmartWay carbon emission calculation methodology. If a load is moved with a SmartWay carrier, that carrier's EPA SmartWay assigned carbon emission factor is used. If moved on a non-SmartWay carrier, the RXO line of business' SmartWay factor is used. In our Brokerage line of business, we can also show the distribution of emissions and ton-miles that are coming from and being run by SmartWay carriers.

In 2025, we expanded our customer-specific carbon footprint reporting to offer GLEC (Global Logistics Emissions Council) certified logistics emissions reporting. These emission calculations follow the methodology of the GLEC, which is widely recognized as the global standard for calculating logistics-related emissions

Through our RXO Extra fuel card program in Brokerage, we can show the percentage of RXO Extra carriers fueling up with biodiesel for a customer's loads. Biodiesel can be a lower carbon fuel source than conventional diesel when considering lifecycle GHG emissions, but the magnitude of emissions reduction depends on the feedstock and reduction pathway.

Tier Two Diverse-Spend Reporting

In our Managed Transportation and Brokerage lines of business, we have customer-specific tier two diverse-spend reporting. Even though RXO is not a diverse-owned business, we work with many partner carriers who are, such as women-owned, visible minority-owned, and veteran-owned businesses. These diverse-owned carriers are our customers' tier two suppliers. We can break down if the carrier is certified diverse-owned or self-identified. These are key metrics for our customers' supplier diversity programs.



Metrics

Monitoring our performance year-over-year via key environmental metrics is fundamental for transparency and progress in our sustainability program. In the attached SASB (Sustainability Accounting Standards Board) and GRI (Global Reporting Initiative) tables of this report, we disclose a variety of ESG-related metrics.

Since our last report, we've continued to track the following critical metrics:

- **Scope 1 and 2 GHG emissions**
- **Electricity use**
- **Water consumption**
- **Landfilled or recycled solid waste**
- **Dedicated fuel efficiency**

Also new this year in our report we are including:

- **SmartWay carbon emission factors by RXO group**
- **Energy consumption**
- **Total e-waste assets refurbished and resold**
- **Intermodal total tons transported and miles travelled**

Risk Management

Our risk management strategy encompasses a thorough framework that incorporates different elements of risk identification, assessment, and mitigation throughout the organization. This method is well-organized, forward-thinking, and seamlessly incorporated into our company's overall business activities. Our strategy involves managing risks across different organizational levels, prioritizing compliance, oversight, and ongoing enhancement to ensure long-term resilience and a strong dedication to safeguarding stakeholders' interests.

RXO maintains an Enterprise Risk Management (ERM) program that includes a documented ERM policy, continual risk assessments, and a formal risk register. Risk mitigation and remediation activities are tracked and reviewed at a designated cadence. There were no material changes to report for 2024 and 2025. Cybersecurity risks are a key domain within the risk register and are escalated to senior leadership as needed. Independent reviews of information security controls are conducted at least annually via third parties, internal audit, and targeted subject matter expert reviews.

More information on our disclosure of risk factors and enterprise risk management can be found in our 10-K.

Social Impact and Responsibility

At RXO, we pride ourselves on outperforming the market by staying transparent, operating safely, and treating every individual with the respect they deserve. We've built an entrepreneurial culture with a pioneering spirit that allows us to move fast, adapt easily, and win with our customers. We are led by a passion for cutting-edge technology and we use those tools to enable our people to deliver innovative solutions and build deep-rooted relationships based on trust.

At RXO, being a people-first business is at the core of our culture. We prioritize the health, safety, and well-being of our team because we know that when our employees thrive, we win with our customers. We welcome every individual, to foster a diversity of perspectives at every level of the organization to make us a stronger, more entrepreneurial team.

We take immense pride in fostering an environment where everyone is treated with respect and given the opportunity to grow. Surrounding ourselves with a wide range of experiences is a crucial focus that ensures we continue to outperform the market and deliver the best solutions for our partners.

Charitable Donations

RXO is proud to have the opportunity to give meaningful charitable contributions to organizations like the Scholastic Book Fair, Kyle Pease Foundation, United Negro College Fund, Bright Blessings, and the Farms for City Kids Foundation.

Community Engagement

Community engagement is an important aspect of our values and operations at RXO. Our commitment is carried out through the strong partnerships we have formed, our employee volunteer programs, and the charitable contributions we have made. We strive to make a real and meaningful difference and are proud to be recognized for our commitment to social responsibility and community engagement.

Hurricane Relief Support for Western North Carolina

RXO employees donated essential supplies and delivered donated items to Samaritan's Purse in Boone, N.C. In addition, when a church needed help getting donations to Western N.C., RXO answered the call and was honored to provide the logistics support to get supplies to where they were needed most.

Lowe's 24-Hour Bed Build and Playhouse Project Events

RXO joined Lowe's for two community events: their inaugural 24-Hour Bed Build, benefiting Sleep in Heavenly Peace, and their annual Playhouse Project, benefiting Habitat for Humanity. Volunteers built thousands of beds and custom playhouses, making a difference in children's lives.

Title sponsor of Carolina Panthers' Oorah-Hooah Classic

RXO partnered with the Carolina Panthers to host active-duty service members for the Oorah-Hooah Classic 7-on-7 Football Tournament at Bank of America Stadium. The day featured 7-on-7 style football games between active-duty service members from the Army and Marines stationed at Fort Liberty and Camp Lejeune.

Gobble Wobble Benefiting the Second Harvest Food Bank of Metrolina

RXO's Charlotte freight brokerage team hosts an annual "Gobble Wobble" charity event, now in its 9th year. RXO employees have donated 321,504 pounds of food to date, making a significant impact on the community with their dedication and energy.

School Supply Drives

Each year, RXO employees around the U.S. donate school supplies for children in need in our communities.

And More!

Other initiatives include a joint fundraiser with a customer for the Children's Miracle Network, and career journey sharing and Q&A with Crystal Lake South High School's Black Student Union.



Volunteer Time Off (VTO)

Each year, RXO employees receive paid time off that they can use to volunteer at deserving organizations in their communities. Across 2024 and 2025 RXO employees used over 10,000 hours of meaningful VTO. Just some of the organizations our employees have benefited in 2024 and 2025 are:

- **Girls on the Run**
- **Roaring Robotics**
- **Envision Charlotte**
- **St. Mary's Food Bank**
- **Second Harvest Food Bank of Metrolina**
- **Feed My Starving Children**
- **Detroit Abloom**
- **Neshkoro Area Community Center**
- **Great Pyrenees Rescue of Wisconsin**
- **Champion House of Care**
- **Fleece and Thank You**
- **9/11 Day**
- **Samaritan's Feet International**
- **Second Harvest Food Bank**
- **Local churches' winter clothing distribution**
- **Michigan Humane**
- **Veterans Bridge Home**
- **Northern Illinois Food Bank**
- **ACC: America's Community Council**
- **Loaves and Fishes**
- **Scholastic**
- **Little Falls public library & Polish Cultural Center**
- **Urban Development Corporation**
- **Bibb County Special Olympics**
- **Gleaners**
- **Forgotten Harvest**
- **Operation Backpack**
- **Life Remodeled**
- **Cass Community Social Services**
- **Christmas Bureau & Salvation Army**
- **Franciscan Outreach Program**
- **Neighborhood Boys and Girls Club of Chicago**

	2024	2025
Employee VTO hours used	5,803	4,756

Corporate Partners

We hold corporate partnerships with Women in Trucking, Dress for Success, and Farms for City Kids.









Military Focus

At RXO we are committed to supporting our veterans and the military community. We honor the sacrifices our service members have made and are dedicated to helping their transition to civilian life through our recruitment efforts.

Proactive Recruitment

We value the experience veterans bring to the workplace and use targeted recruitment tactics for veteran candidates to actively seek out their alignment with our organizational needs and growth. Participation in military hiring events across the United States allow us to connect face-to-face with prospective employees.

Veteran Recognition

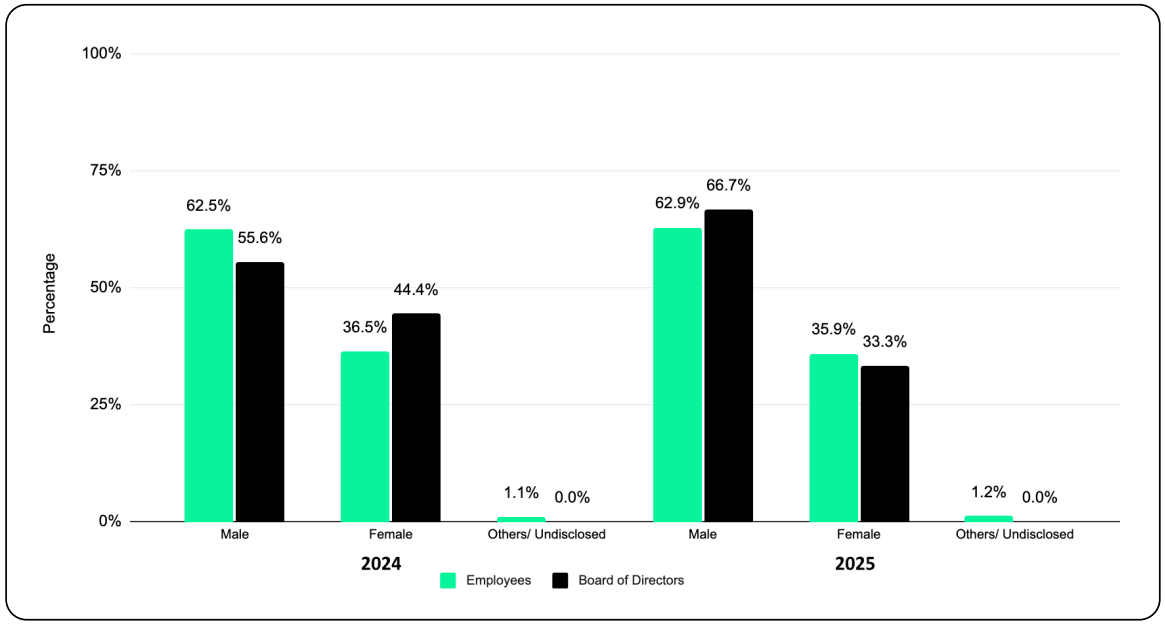
Annually, we send out commemorative coins to RXO team members who are veterans.

Military Volunteering and Events

RXO participated in Operation Gratitude by making paracord survival lanyards for military members and first responders. These can be used in emergencies for things like hanging an IV bag from a tree, securing camouflage nets, building shelters, and many more.

We hosted an Honoring Veterans panel discussion in recognition of Veterans Day and Remembrance Day.

Demographics



**The employee metrics come from the 10-K for the fiscal years ended December 31, 2024 and December 31, 2025*
**The board metrics come from the 2025 and 2024 proxy*



Health and Safety

At RXO, safety is our top priority. We have implemented a comprehensive approach to assure the safety of our operations. Our safety program covers all aspects of safety, including transportation safety and workplace safety. We ensure compliance with regulations such as 49 CFR (Code of Federal Regulations) for vehicle operation and driver compliance, as well as 29 CFR for operational safety at truck terminals and yards. Our dedication to safety improvement is evident in the implementation of Standard Operating Procedures (SOPs), comprehensive online safety training, and seamless integration of new safety technology for equipment. These initiatives demonstrate our continued dedication to fostering a secure work environment and mitigating the potential for injuries.

RXO Health and Safety Policy

We believe that safety is a core value and a critical element of our company's overall success. Our team of transportation professionals is fully committed to creating a culture that embraces safety as part of our everyday activities. At the core of our program is an understanding that we must comply with all applicable laws and regulations. As a transportation company, we further understand that safety extends beyond the four walls of a facility and covers the actions of our drivers while in commerce.

We have developed and implemented a comprehensive safety program that:

- Promotes safety and health awareness through our Driver Procedure Manual.
- Provides pertinent safety and health training programs to our employees.
- Focuses on compliance with all applicable laws and regulations.
- Requires continuous improvement through the reporting of all injuries, accidents, and incidents, so we can:
  - Engage our employees,
  - Investigate and determine the root cause, and
  - Drive injury/accident prevention through sustained corrective and preventative action(s).

Annually we review and revise our program to ensure relevance to our operations and our people.

We ensure the highest standards of safety are woven into the fabric of our day-to-day operations through the following:

Leadership Commitment to Safety: Our leadership demonstrates a strong commitment to safety, ensuring that this value is embedded at all levels of the organization.

Data-Driven Safety Measures: Utilizing advanced technology, such as Samsara camera systems, RXO actively monitors and addresses safety concerns. We recently changed suppliers to Samsara to receive better technology. These tools offer real-time insights into driver behavior and vehicle operation, fostering a culture of proactive safety management.

Comprehensive Training Programs: Training is a crucial element of our safety strategy. We employ a robust training program, supplemented by JJ Keller, to ensure compliance with transportation safety regulations. In our internal training program, RXO U, we continue to increase our safety focus and course offerings. Additionally, we regularly update our training modules based on field data and emerging safety needs.

Ongoing Safety Initiatives: We continuously assess and improve our safety processes. Recent workshops have identified opportunities for enhancing transparency, accountability, and direct engagement in safety practices.

Transparent Safety Reporting: Transparency is key to our safety approach. We develop detailed dashboards that provide real-time data on safety performance, allowing us to promptly address any issues and ensure continuous improvement.

Management System Development: While we currently do not hold any formal management system certifications, we continue to move towards a formal management system environment to establish a structured and systematic approach to managing our safety and compliance obligations. We have the elements of a Health and Safety Management System aligned to OHSAS 18001 as a framework, while there are minor opportunities we address through continuous improvement.

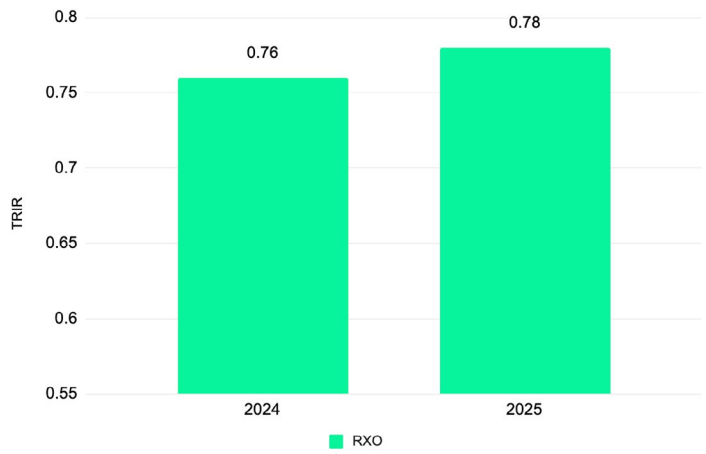
RESPONSIBLE CARE™
Driving Safety & Sustainability

We are also committed to the safety process around chemical handling, which is why we are a certified Responsible Care® partner to our customers. Responsible Care® is a global initiative in the chemical industry for the safe and sustainable management of chemicals. Certification requires adherence to Responsible Care Guiding Principles, with assessments and audits ensuring compliance.

We added the Brokerage line of business to our Managed Transportation Responsible Care certification in January 2024.

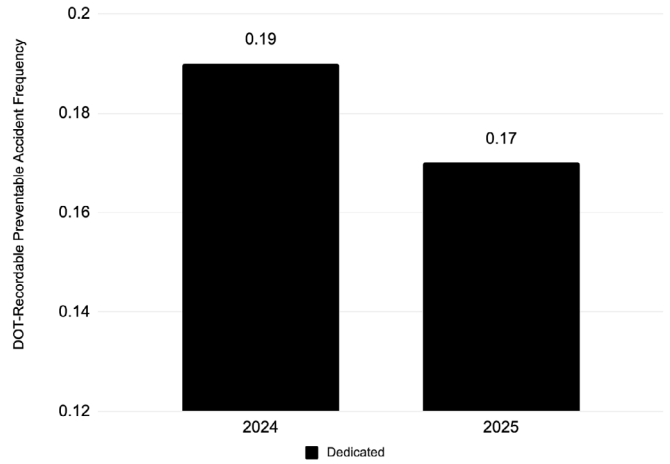


Total Recordable Incident Rate (TRIR)



*Total Recordable Incident Rate (TRIR) is the number of recordable incidents per 100 full-time workers during a year
*Representative of all of RXO

DOT-Recordable Preventable Accident Frequency



*Per the Federal Motor Carrier Safety Administration, a preventable accident on the part of a motor carrier means an accident that involved a commercial motor vehicle that could have been averted but for an act, or failure to act, by the motor carrier or the driver
*For Dedicated line of business when holding number of hours driven constant to 2022 full year

Employee Programs

Benefits

We recognize the invaluable contribution of our employees and prioritize their well-being as a cornerstone of our success. We have carefully developed a wide range of benefits that cater to the overall well-being of our workforce, covering their physical, emotional, social, and financial needs.

Physical Well-being

We offer a wide array of benefits that prioritize the physical well-being of our employees. Our offerings provide comprehensive medical plans with prescription drug coverage, guaranteeing that employees have convenient access to essential medical treatments. Our employees have the flexibility to choose between a wide array of plans, enabling them to tailor their healthcare approach to their individual needs. Virtual healthcare services are easily accessible, providing convenient and prompt medical advice.

Our company's pre- and post-natal support program provides assistance to expecting families, while our prescription drug discount programs and case management for chronic and specific medical diagnoses help effectively manage healthcare expenses. Our dental and vision plans offer a wide range of comprehensive care that go beyond basic health needs.

Emotional and Social Well-being

We also place a high priority on the emotional and social well-being for our employees and offer a wide range of comprehensive benefits to support this. Our Employee Assistance Program and Virtual Mental Healthcare services are designed to provide employees with professional support whenever they need it, ensuring they can effectively navigate life's challenges.

It's also critical that we provide support during important life events. That's why we offer a range of specialized leave of absence programs, such as personal leave, paid family bonding leave, and military leave with differential pay. Our bereavement leave policy acknowledges the importance of allowing employees the time and support they need to navigate the difficult process of grieving. These programs are designed to give our employees the flexibility they need to take time off without worrying about their finances.



Financial Well-being

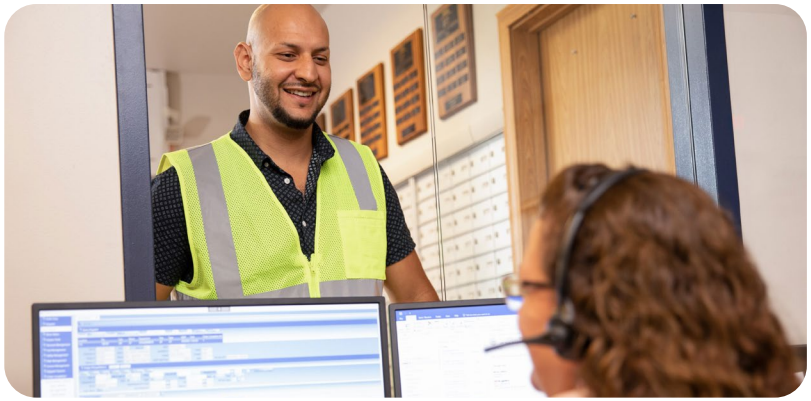
We prioritize the financial security and growth of our employees by offering a comprehensive range of benefits designed to enhance their overall financial well-being. At the heart of these offerings lies our 401(k) plan, which is enhanced by an employer match. This incentivizes employees to save for their future while also receiving extra assistance from the company. Our company offers a range of options for employees to manage their healthcare and work-related expenses.

Our employees have access to a range of disability benefits, including short-term and long-term options in basic and buy-up plans. These plans provide income protection in different life circumstances, ensuring comprehensive coverage for our employees. Life insurance coverage is available to employees, including basic and supplemental options for both the employee, their spouse, and their children.

We also offer a range of benefits to help employees navigate life's important milestones and endeavors. Our offerings include an employee loan program, auto and home insurance, employee discount programs, tuition reimbursement, and adoption assistance. RXO offers financial planning services through both telephonic and in-person channels, providing employees with expert guidance to navigate the complexities of financial management.

Talent Acquisition

We dedicate resources to actively build a workforce of highly qualified individuals who prioritize servicing our customers and delivering results. We support diverse talent pipelines through proactive outreach and strategic partnerships that broaden access to our roles. With a high focus on retention and engagement, we conduct quarterly employee surveys and act on employee feedback.



Learning and Development

Our leadership development and talent training strategy reflect RXO's dedication to cultivating a skilled and ethically conscious workforce. We have a robust learning and development plan focused on a variety of topics and goals, tailored to accommodate different learning styles and abilities.

RXO's learning and development offerings are available to all employees regardless of level or role. Through employee engagement surveys, tenure tracking, and career growth tracking, we monitor the impact our learning and development programs have on employee experiences and career growth.

Enhancing Leadership Skills through Development and Training

At RXO we believe we are all leaders, regardless of title, which is why we have leadership development programs for all levels, including RXO Expand, Grow at RXO, Accelerate, and Rise. These programs help individuals learn new leadership skills and develop tools needed to grow within the company through formal education, exposure to other leaders, and on-the-job experiences.

- **RXO Expand:** an opt-in program for individual contributors who would like to expand their impact while remaining an individual contributor.
- **Grow at RXO:** an opt-in program for individual contributors who would like to prepare to lead people.
- **RXO Accelerate:** a program for managers or senior managers who aspire to be directors.
- **RXO Rise:** a program for directors and senior directors who aspire to be members of RXO's executive team.

The "Leading People" series is a crucial element of our leadership development programs. This series offers courses tailored for both current managers and aspiring leaders, with a focus on essential behaviors that are crucial to our company's ethos. The courses offered encompass a wide range of management topics, including onboarding, performance conversations, and employee exits. This course provides leaders with valuable guidance on conducting performance conversations, particularly during annual reviews. It emphasizes the significance of continuous feedback and equips leaders with the skills to have impactful discussions about performance.

Orientation and Functional Training

At RXO, our orientation training covers essential industry knowledge, functional skills, and effective loss prevention techniques. We have developed additional job-related training modules focused on sustainability, AI skills, and continuous improvement, showcasing our dedication to employee development and environmental stewardship.

Sustainability Education

In 2025, we launched live sales-specific sustainability training sessions. These were hosted by our sustainability and sales departments across multiple dates and times to accommodate various schedules. The goal of this training was to teach sales team members how sustainability plays a role in the transportation industry, learn key environmental knowledge such as scope one, two and three emissions, discover how they can explore their customer's interest in sustainability, analyze case studies from various RXO customers and how we provided sustainability solutions, review frequently asked sustainability-related questions, and learn the sustainability offerings available to our customers. Many of our customers have important sustainability goals, and it is vital that our sales teams know of the tools we have at RXO to help them achieve these goals.

Compliance Training

Compliance-related training is an essential component of our mandatory training modules, covering important subjects such as the Code of Business Ethics and Information Security. We also provide industry-specific compliance training, including modules on theft and risk mitigation in the freight brokerage industry. These trainings provide valuable insights into preventing fraud and conducting thorough vetting of carriers to minimize losses.

Assessment of Leadership Behavior and Performance

Performance reviews consist of assessments of both achievement of annual goals and the individuals' behaviors. The performance review process not only evaluates accomplishments but also assesses how these accomplishments align with our core values.



Career Growth and Development Opportunities

RXO provides opportunities for individual career growth and advancement. Among our most popular learning and talent development offerings is the Career Development Workshop, in which participants walk through the process of considering their broad career vision, goals that align to that vision, actions that lead to goal attainment, and their support networks of mentors, leaders, and colleagues that can enable them to own their career development with intention.

Along with these workshops, RXO offers Career Journey sessions. In these, leaders and star performers share their individual paths that led them to their current roles, highlighting successes and challenges along the way. These Career Journeys emphasize the importance of making intentional choices that impact our career.

Intern and Graduate Programs

The internship and graduate programs are designed to quickly welcome and onboard our newest talent and enable them to maximize their brief time with RXO. Participants in the programs solve real business challenges and present their solutions to a panel of RXO leaders. Successful graduates of both programs have gone on to full-time roles throughout the organization.

We also announced two academic partnerships in the United States at the University of Arizona Global Campus and University of Phoenix Online to provide low-cost certification and degree programs to employees.

Corporate Governance

Corporate governance stands at the forefront of our mission to advance sustainability and integrity across our business. With a focus on transparency, ethical conduct, and accountability, RXO's governance structure is designed to guide the company towards responsible and sustainable growth.

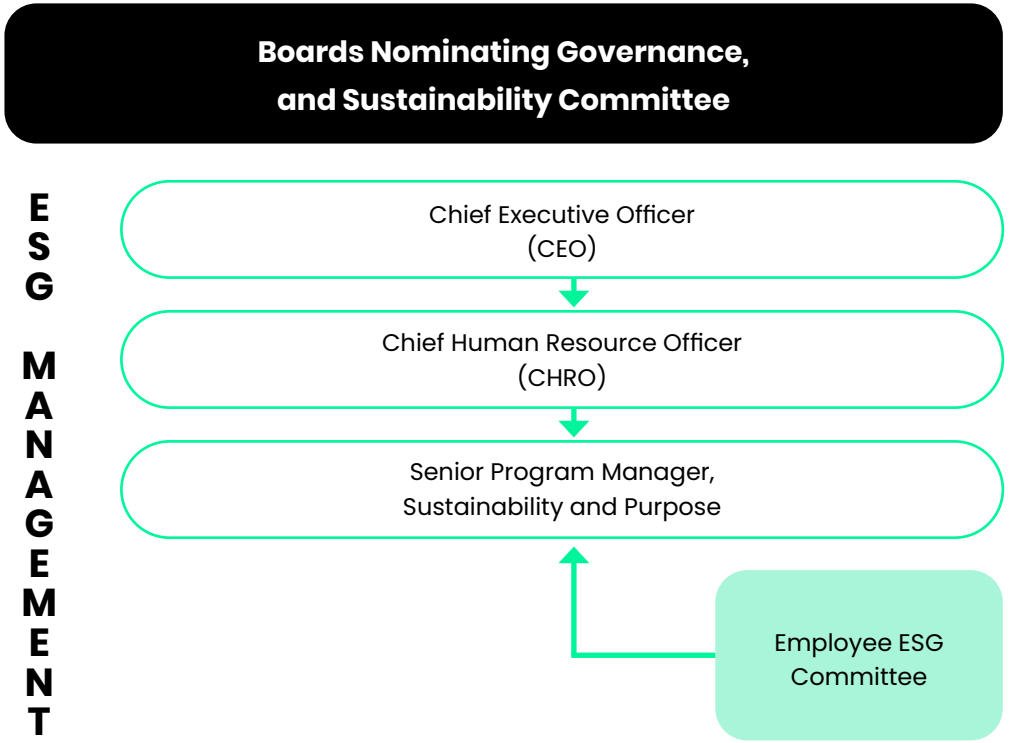
Board Oversight

Our Board of Directors is responsible for monitoring the company's sustainability initiatives. The **Nominating Governance and Sustainability Committee** has a specific responsibility for overseeing the company's sustainability strategies, performance, and external sustainability-related disclosures. The Committee collaborates with management to evaluate material risks and opportunities concerning sustainability issues. Additionally, the Committee coordinates with the Board and other committees on relevant sustainability matters within their purview. The Nominating, Governance, and Sustainability Committee meets at least annually.

Our **Compensation Committee** plays a crucial role in overseeing executive compensation, incentive plans, and equity-based compensation. The Committee is responsible for establishing and reviewing the company's compensation philosophy, ensuring alignment with corporate performance and shareholder value. Additionally, it reviews and approves various compensation elements for Executive Officers, monitors regulatory compliance, and recommends director compensation.

The **Audit Committee** assists the Board in overseeing RXO's financial reporting processes, internal controls, compliance with legal requirements, and the performance of external auditors. The Committee consists of at least three independent directors and has specific responsibilities related to appointing, compensating, and overseeing external auditors. The Committee also addresses compliance, whistleblowing procedures, and investigations, and evaluates its own performance annually.

Overall Sustainability Governance Format

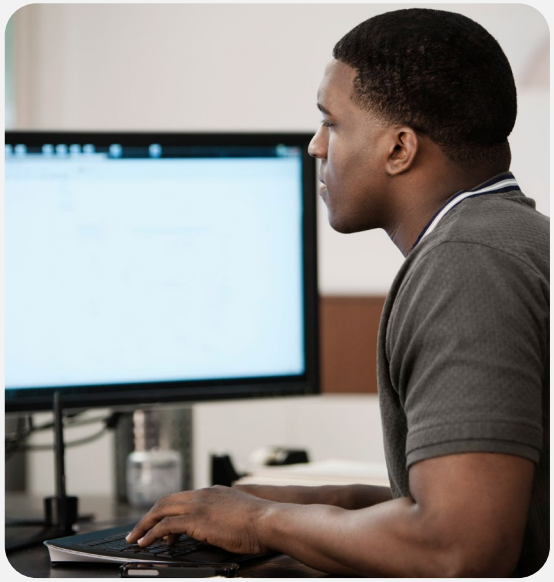


RXO Sustainability Committee

Our Sustainability Committee, which is composed of RXO employees, is instrumental in promoting cross-departmental collaboration and breaking down silos between teams and departments. Representatives from different business units collaborate to exchange insights, brainstorm, synchronize sustainability goals, formulate cross-functional strategies, cultivate a culture of environmental consciousness, and report progress up to our Board.

Business Ethics

Our **Code of Business Ethics** serves as a foundational guide for employees to conduct business with integrity, respect, and compliance with all applicable laws and regulations. The Code outlines key policies and expectations, including anti-corruption measures, fair competition practices, zero tolerance for discrimination and harassment, trade compliance, and more. The Code reflects our commitment to ethical business practices, accountability, and a culture of transparency, ensuring that employees uphold the company's values in all interactions and transactions.



Policy Development and Implementation

In 2025, we established a new policy for gifts, entertainment, sponsorships, donations and contests, along with a more efficient and transparent approval process. We also updated and refined our **Political Activity Policy**.

Partners and Suppliers

The integrity and reliability of our partners and suppliers play a pivotal role to our operations and reputation. We understand that our impact on sustainability is strengthened through the careful oversight of our carrier and supplier relationships. We are committed to incorporating sustainability into carrier management, implementing ethical guidelines for our suppliers, and promoting diversity within our networks.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines the ethical standards and principles that both RXO and our suppliers are expected to follow in delivering products and services, including:

- **Compliance with applicable laws and regulations**
- **Business ethics and fair competition practices**
- **Protection of confidential information and data privacy**
- **Prevention of money laundering and terrorism financing**
- **Compensation in compliance with minimum standards and equal pay practices**
- **Respect for freedom of association and collective bargaining rights**
- **Commitment to health and safety regulations and providing a safe work environment**
- **Zero tolerance for workplace violence, alcohol, and drug use**
- **Environmental sustainability practices, including reducing energy consumption and greenhouse gas emissions**

Identifying Suppliers with ESG Aspects

We value our suppliers with ESG differentiations. We track suppliers' participation in the EPA SmartWay program, EV ownership designation, and diverse-owned business status.



Carrier Compliance and Cargo Security

RXO utilizes a comprehensive strategy for carrier verification and fraud prevention, integrating various data sources and platforms to confirm carrier authenticity and identify any unusual behavior within our Freight Brokerage network.

New Carrier Screening: RXO conducts carrier screening by verifying operating licensure, tax and insurance information, user identity, and safety ratings, and by reviewing industry intelligence, executing a transportation agreement, and evaluating potential performance risks.

Existing Carrier Monitoring: RXO continuously monitors carrier activity to identify changes, downgrades, or suspicious behavior related to licensing, insurance, user identity, and load booking. System and third-party validations are used to confirm carrier, equipment, and driver details during shipment scheduling and pickup.

Leveraging Vendors & Technology: RXO uses industry-leading technology and vendors to validate carriers, detect suspicious behaviors, track shipment locations, and secure load information transfer.

Key Internal Technology: carrier risk profile, rate con control, carrier capacity review, RXO Connect MFA, customer carrier standards

Key External Vendors: Highway, GenLogs, Overhaul, HappyRobot, Carrier411, MacroPoint

Key Industry Memberships: CargoNet, TAPA (Transported Asset Protection Association), TIA (Transportation Intermediaries Association), TLC (Transportation and Logistics Council)

Carrier Validation & System Controls: RXO's system performs automated carrier validations at booking, blocking non-compliant carriers from scheduling shipments or receiving load confirmations. Revalidations occur upon data changes to maintain compliance. Access to compliance-related data is role-restricted to authorized Risk, Compliance, and designated leadership personnel to ensure segregation of duties and oversight.

Employee Training: RXO delivers a structured, ongoing training program focused on cargo theft and fraud prevention. It covers incident reporting procedures, identification of suspicious behaviors and communication patterns, emerging fraud tactics, and updates to relevant regulations.

Collaboration: In addition to consulting legal counsel and industry experts, RXO actively partners with shipping customers, industry associations, law enforcement, and other stakeholders to exchange intelligence and best practices for compliance and fraud prevention.

Economic Resilience

Customer Success

Social and environmental sustainability go hand in hand with economic sustainability. Our ability to continue to advance positive impacts across our value chain and in society are dependent on our ability to continue to grow and build long-term health and resilience within our business.

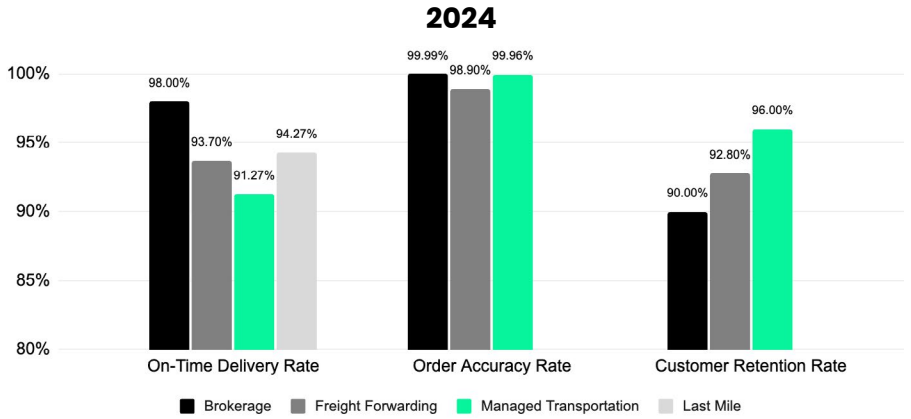
Some of the most important contributors to our success at RXO include a focus on customer success, operational excellence, and innovation.

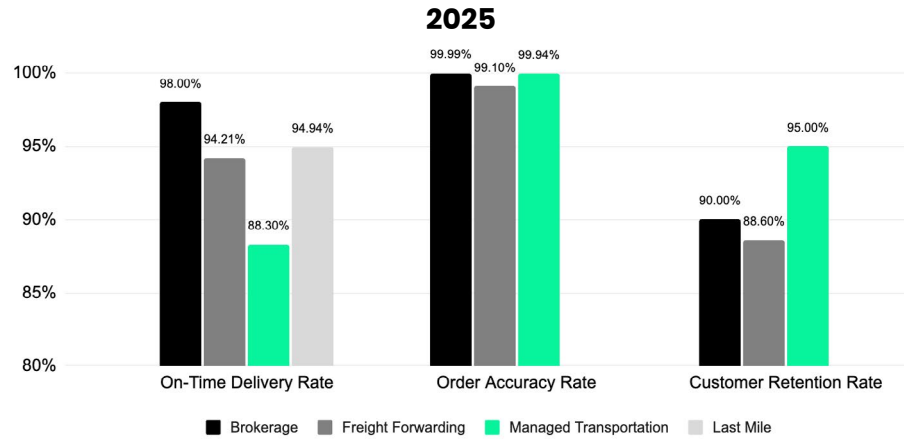
Sustainability has become an important part of many of our customer relationships. Through collaborative efforts with our clients, we aim to enhance route optimization and achieve optimal efficiency while minimizing environmental impact. Our collaborative projects, particularly in the field of EV testing, highlight our commitment to leading the way in developing sustainable solutions within the logistics industry.

Putting the Customer First

We set ourselves apart from the competition with a dedicated commitment to top-notch customer service and a personalized and human touch. With a commitment to exceptional customer service, we stand out in the industry by always being available to assist customers, providing excellent reliability and accessibility for our customer base.

Customer Success Data Tables





On-Time Delivery Rate
Percentage of deliveries made on time

Order Accuracy Rate
How often orders are delivered correctly without any issues (claims)

Customer Retention Rate
Number/percentage of customers who continued business

**On-time delivery rates for Managed Transportation include only truckload, claims metrics for Managed Transportation include all modes*

Recognizing Outstanding Service and Innovation

2024 Awards

- **Pros to Know** (Supply and Demand Chain Executive) – Lou Amo, Brian Dean, Alyssa Myers
- **Top Women to Watch in Transportation** (Women in Trucking Association) – Alyssa Myers
- **Transport Topics** Top 100 Logistics Companies
- **Elite 30, Top Companies for Women to Work for in Transportation** (Women in Trucking)
- **Most Admired CEO List** (Charlotte Business Journal) – Drew Wilkerson
- **Quest for Quality** (Logistics Management)
- **Top Supply Chain Projects** (Supply & Demand Chain Executive)
- **Merit Award** – HR Technology Implementation
- **Top Software and Tech Award** (Food Logistics and Supply & Demand Chain Executive**)**
- **Top 100 3PL Provider** (Inbound Logistics)
- **Women in Supply Chain** (Supply and Demand Chain Executive) – Karin Bridges, Lindsey Martinez
- **FreightTech 100** (FreightWaves)
- **Top 50 U.S. Third-Party Logistics Providers** (Armstrong & Associates')
- **Top 100 Domestic Transportation Management** (DTM) 3PL Award (Armstrong & Associates')
- **SmartWay High Performer Award** (U.S. EPA)
- **SmartWay Leader Award** (U.S. EPA)
- **Newell Carrier of the Year Award**
- **Heineken Carrier of the Year Award**
- **Chevron Truckload Carrier of the Year Award**
- **Diageo Freight Security Award**

2025 Awards

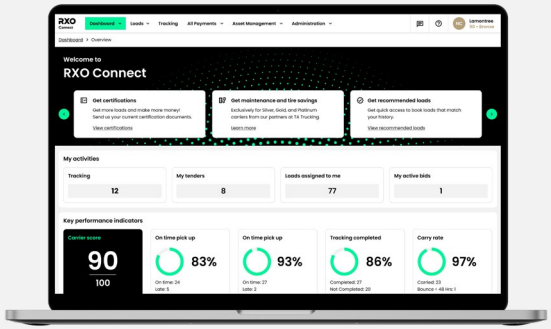
- **Pros to Know** (Supply and Demand Chain Executive) – Fernando Rabel, Jack Gerstner, Kait Parker
- **Top Women to Watch in Transportation** (Women in Trucking Association) – Kait Parker
- **Transport Topics** Top 100 Logistics Companies
- **Elite 30, Top Companies for Women to Work for in Transportation** (Women in Trucking)
- **Women in Supply Chain** (Supply and Demand Chain Executive) – Heidi Ratti, Erica Knisely, Jayme Clarke
- **FreightTech 25** (FreightWaves)
- **Top 50 U.S. Third-Party Logistics Providers** (Armstrong & Associates')
- **Top 100 Domestic Transportation Management** (DTM) 3PL Award (Armstrong & Associates')
- **Lowe's Brokerage Carrier of the Year Award**
- **Owens Corning Supply Chain Sustainability Award**
- **Ace Hardware Backhaul Partner of the Year Award**
- **Ace Hardware Disaster Relief Response Excellence Award**
- **Autoneum Transportation Supplier of the Year**
- **United States Cold Storage National Carrier Partnership Award**
- **Kellanova Broker of the Year Award**

Operational Excellence

At RXO, we prioritize operational excellence as a core aspect of our business. It is not just a strategy, but a testament to our dedication to providing exceptional service and being responsible stewards of the environment. Our operational excellence strategy is centered on the monitoring of Key Performance Indicators (KPIs) related to our efficiency and effectiveness, thorough site evaluations, and the ongoing improvement of our processes. Our internal audit department regularly evaluates and improves our operational controls. Our systematic approach ensures that we consistently surpass the expectations of our valued customers and partners. We also have a strategic sourcing team who works directly with carriers to setup dedicated and predictable lanes for carrier fleets. This predictability allows them to operate efficiently and reduce empty backhauls.

Maximizing Productivity

We are committed to supporting business growth with a strong focus on increasing productivity. Our continual analysis of productivity and efficiency includes careful examination and improvement of cargo movement processes, while also utilizing the power of AI technology to optimize operational efficiency. Our focus on business expansion requires us to think outside the box and find creative ways to streamline our workflows and maximize efficiency with our workforce.



Digital Transformation and Sustainability

We prioritize the integration of technology to streamline operations and processes for our customers and carriers. We also see our technology as a critical tool for advancing our environmental sustainability efforts by enhancing resource efficiency, contributing to reduced GHG emissions, and fostering a culture of continuous improvement.

RXO Connect®: A Comprehensive Transportation Solution

RXO Connect is a fully automated, cloud-based transportation solution that serves as a central hub for our technology ecosystem and offers specialized interfaces for shippers and carriers. With RXO Connect, we streamline transaction digitization, ensuring that users have 24/7 access for placing orders, pricing inquiries, and obtaining essential analytics to enhance transportation management.

Shippers can easily obtain quotes, place orders, track freight, and access reports, streamlining their business operations with RXO. Carriers benefit from a comprehensive load board, facilitating the bidding, booking, tracking, and management of loads, as well as reporting and driver oversight. This approach empowers users to make well-informed and streamlined transportation decisions.

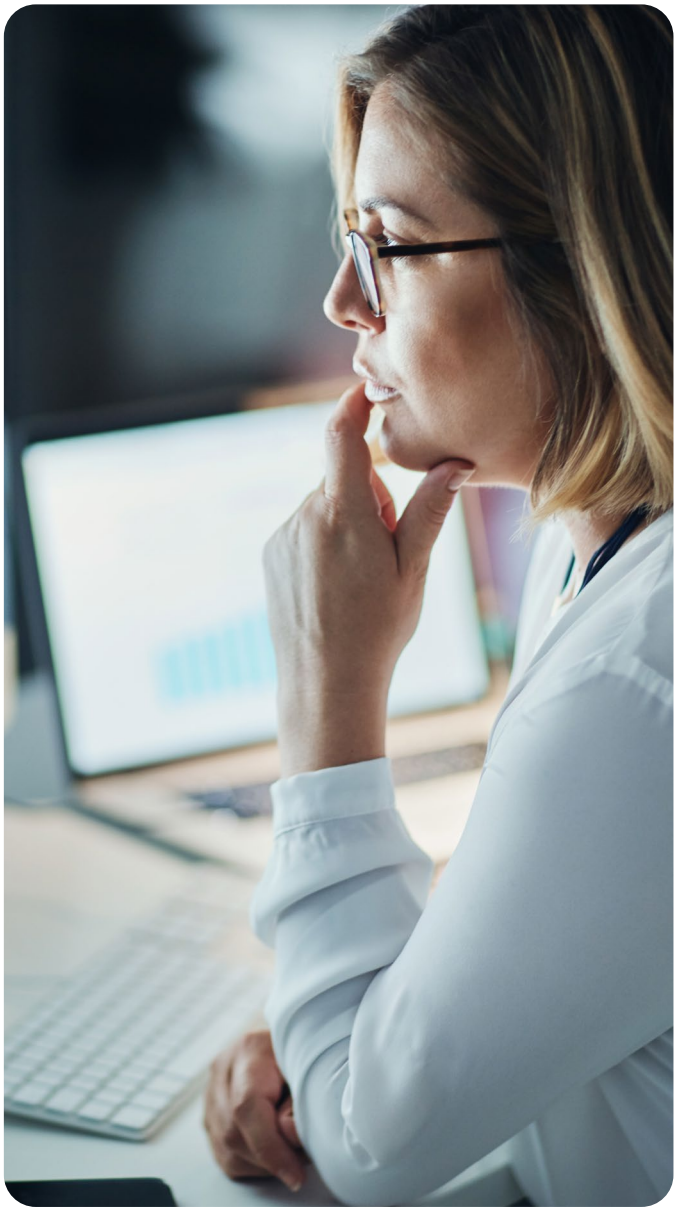
Security and Fraud Prevention Measures

Our physical security and fraud prevention strategies encompass a combination of proactive and reactive approaches. Our focus is on ensuring employee training, implementing robust physical security measures, and utilizing advanced inventory practices to effectively address theft and fraud risks, especially in the last-mile delivery business. In addition, the company is actively monitoring and taking strong measures to prevent any fraudulent activities across all other business units.

We have implemented robust measures to protect against identity theft and fraudulent pickups, which have become more common in the industry. One crucial element of this strategy involves managing carrier contact information. Compliance teams are responsible for validating and managing all carrier contacts, ensuring that communication and transactions are conducted exclusively with verified entities.

Through the implementation of real-time monitoring tools, like RMIS (Registry Monitoring Insurance Services) and Carrier 411, our carrier vetting and monitoring capabilities have been significantly enhanced. Through this integration, carriers that fail to meet compliance standards are automatically deactivated, streamlining our oversight process and bolstering the efficiency and security of our operations.

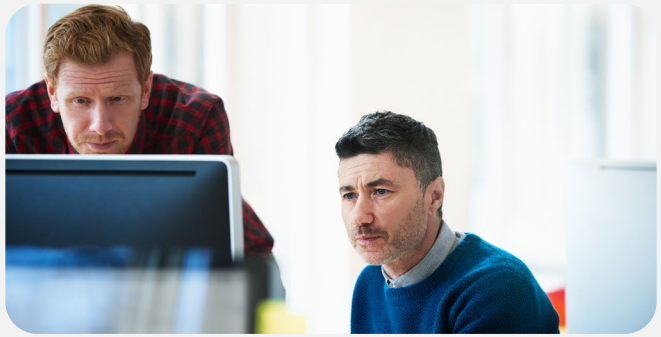
In 2025, we initiated a partnership with Highway an industry-leading carrier acquisition and compliance platform. More specifically, we started utilizing Highway's "Load Lock" functionality, which is designed to prevent fraud, double brokering, and service failures by continuously verifying that the right, legitimate carrier and vehicle are hauling a load.



Cybersecurity

Cybersecurity plays a crucial role in our ongoing commitment to sustainability. The company continuously invests in tools and capabilities as part of its zero-trust approach, controlling user access and aiming to solely provide access based on needs, thus ensuring system safety while maintaining operational efficiency. We set annual goals for cybersecurity that encompass employee training, reducing the time it takes to resolve cyber events, email security, and maintaining a position in the upper quartile of industry standards.

Cybersecurity risk identification and management is part of our comprehensive enterprise risk management framework, which is routinely reported to the Audit Committee of our Board of Directors. We collaborate with a range of external experts, such as cybersecurity assessors and consultants, to perform cybersecurity programs and threat assessments. Their insights help us strengthen our cybersecurity program and assess the effectiveness of our information security efforts. We partner with third-party service providers to carry out various business operations and aim to collaborate with trustworthy providers with strong cybersecurity programs.



Key updates for 2024-2025:

Business Continuity and Disaster Recovery (DR): These are two programs combined to ensure RXO can continue critical operations during a disruption (business continuity) and restore systems and data after an incident (disaster recovery). In July 2024, there was a CrowdStrike outage in which we completed real-time DR validation. In December 2025, there was a full DR test, and in June 2025 there was a data science services component test.

Penetration Testing: We completed a Synack external network penetration test that included the full data year of 2025.

Third-Party Risk: We formalized our third-party risk management (TPRM) program. The program is formally documented and includes internal SSO auditing, standardized information gathering (SIG) questionnaires to vet and monitor vendors, a process that involves our information security team in contract reviews, and structured vendor onboarding and monitoring processes.

We maintain a comprehensive Information Security program that contains safeguards appropriate to the sensitivity of the information. Such safeguards are designed to:

Ensure the security and confidentiality of client and customer information.

Protect against anticipated threats or hazards to the security of information.

Protect against unauthorized access or use of information that could result in harm to any client or customer.

Security Policies and Standards

Our Global Security Policies are structured to provide compliance with monitoring the International Organization of Standardization (ISO) 27001 standards. ISO 27001 provides a model for establishing, implementing, operating, monitoring, reviewing, maintaining and improving an Information Security Management System. As part of the management of the policies, a senior-management forum is used to review and approve all new policies and changes to existing policies. Security policies are reviewed at least annually.

RXO's entire policy library was comprehensively reviewed and updated in November 2025, with all major policies at revision 2.0 or 2.1. We also had three new or updated additions:

Generative AI Policy: New for 2025 to address AI-enabled fraud risks such as prohibiting entry of sensitive/personally identifiable information into unauthorized AI tools. Aligns with NIST AI RMF and ISO/IEC 42001.

Data Retention Policy: Updated in 2025. Formalizes retention schedules, disposal methods, and responsibilities.

Customer Data Deletion Process: New in 2025. Standardized GDPR/CCPA-compliant deletion request process. The full suite covers 20+ policy domains including API security, cloud security, secure coding, network segmentation, supplier relationships, and more.

Training

All RXO employees participate in information security training when they join RXO, and they recertify their knowledge and understanding by taking a mandatory annual security course.

We perform monthly phishing tests with just-in-time learning and additional training across our employee base. Recent phishing tests show RXO employees' click rate is below the industry average; RXO employees are also five times more likely to report phishing emails than the industry average.

Employee accounts or privileges may be suspended until mandatory training is completed. The Global Security Office distributes regular security awareness communications on topics including AI security, social engineering, and phishing. Non-compliance with training requirements is subject to disciplinary action up to and including termination.

Security Health Performance

In 2024, RXO transitioned to more expansive security assessment frameworks aligned with leading industry and federal cybersecurity standards, to better reflect the maturity and growth of its security program; as a result, results prior to 2024 are not directly comparable.



Appendices

Global Reporting Initiative (GRI)

GRI STANDARD	DISCLOSURE	2024 RESPONSE	2025 RESPONSE
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	RXO (NYSE: RXO) is a leading provider of asset-light transportation solutions. RXO offers tech-enabled truck brokerage services together with complementary solutions including managed transportation and last mile delivery. The company combines massive capacity and cutting-edge technology to move freight efficiently through supply chains across North America. Headquarters: 11215 North Community House Rd. Charlotte, North Carolina 28277	RXO (NYSE: RXO) is a leading provider of asset-light transportation solutions. RXO offers tech-enabled truck brokerage services together with complementary solutions including managed transportation and last mile delivery. The company combines massive capacity and cutting-edge technology to move freight efficiently through supply chains across North America. Headquarters: 11215 North Community House Rd. Charlotte, North Carolina 28277
	2-2 Entities included in the organization's sustainability reporting	RXO, Inc. RXO Corporate Solutions, LLC RXO Managed Transport, LLC RXO Corporate Services Canada Inc. Jacobson Transportation Company, Inc. Jacobson Logistics Company, L.C. RXO Managed Transport Mexico S. de R.L. de C.V. RXO Last Mile Holding, Inc. RXO Last Mile, Inc. RXO Courier, LLC RXO Last Mile Canada Inc. RXO Capacity Solutions, LLC RXO NLM, LLC Bounce Logistics, LLC RXO Express, LLC RXO Air Transport, LLC RXO Dedicated, LLC RXO Capacity Solutions, Inc. RXO Freight Forwarding, Inc. RXO Customs Clearance Solutions, LLC RXO Freight Forwarding Mexico S. de R.L. de C.V. Pacer Holdings Coöperateif U.A. RXO Freight Forwarding (HK) Limited RXO Freight Forwarding Sin Pte. Ltd. XPO Ocean World Lines Europe GmbH RXO Hong Kong Freight Forwarding Limited RXO China Freight Forwarding Limited RXO Capacity Solutions Mexico S. de R.L. de C.V. Logistics Financing UK Limited Logistics Financing UK II Limited XPO Global Forwarding Chile SA NDO India Private Limited RXO Global Services India Private Limited Coyote Logistics Midco, Inc. Coyote Logistics, LLC Access America Transport, LLC Coyote Logistics de Mexico, S.A. de C.V. (MX) Coyote Logistics UK Limited Coyote Logistics Nederland B.V. Entity information from 2025 10-K for fiscal year ended December 31, 2024 Some information in this report is consolidated via line of business. Coyote Logistics was acquired on September 16 2024.	RXO, Inc. Community House Insurance Company RXO Corporate Solutions, LLC RXO Managed Transport, LLC RXO Corporate Services Canada Inc. Jacobson Transportation Company, Inc. Jacobson Logistics Company, L.C. RXO Managed Transport Mexico S. de R.L. de C.V. RXO Last Mile Holding, Inc. RXO Last Mile, Inc. RXO Courier, LLC RXO Last Mile Canada Inc. RXO Capacity Solutions, LLC RXO NLM, LLC Bounce Logistics, LLC RXO Express, LLC RXO Air Transport, LLC RXO Dedicated, LLC RXO Capacity Solutions, Inc. RXO Freight Forwarding, Inc. RXO Customs Clearance Solutions, LLC RXO Customs Canada, Inc. RXO Freight Forwarding Mexico S. de R.L. de C.V. Pacer Holdings Coöperateif U.A. RXO Freight Forwarding (HK) Limited RXO Freight Forwarding Sin Pte. Ltd. XPO Ocean World Lines Europe GmbH RXO Hong Kong Freight Forwarding Limited RXO China Freight Forwarding Limited RXO Capacity Solutions Mexico S. de R.L. de C.V. Logistics Financing UK Limited Logistics Financing UK II Limited XPO Global Forwarding Chile SA RXO Global Services India Private Limited Coyote Logistics Midco, Inc. Coyote Logistics, LLC Access America Transport, LLC Coyote Logistics de Mexico, S.A. de C.V. (MX) Coyote Logistics UK Limited Coyote Logistics Nederland B.V. Entity information from 2026 10-K for fiscal year ended December 31, 2025 Some information in this report is consolidated via line of business.
	2-3 Reporting period, frequency and contact point	We release our Corporate Responsibility Report on a biennial basis. This period is for the reporting year of January 1, 2024 to December 31, 2024. This reporting period aligns with our financial reporting. The publication date of this report is Monday, November 9, 2026. The contact point for any questions about the report or reported information is: Media Contact Nina Reinhardt nina.reinhardt@rxo.com	We release our Corporate Responsibility Report on a biennial basis. This period is for the reporting year of January 1, 2025 to December 31, 2025. This reporting period aligns with our financial reporting. The publication date of this report is Monday, November 9, 2026. The contact point for any questions about the report or reported information is: Media Contact Nina Reinhardt nina.reinhardt@rxo.com

GRI STANDARD	DISCLOSURE	2024 RESPONSE	2025 RESPONSE
GRI 2: General Disclosures 2021	2-4 Restatements of information	No restatements made in the reporting period.	No restatements made in the reporting period.
	2-5 External assurance	The sustainability data in this report has not undergone external assurance. We are considering external assurance for future reports to enhance the credibility of our ESG disclosures.	The sustainability data in this report has not undergone external assurance. We are considering external assurance for future reports to enhance the credibility of our ESG disclosures.
	2-6 Activities, value chain and other business relationships	RXO Inc. engages in transportation and logistics activities across North America and Europe. Our value chain includes partnership with 126,082 carriers and various business relationships that support our comprehensive line of services. In September 2024 RXO acquired Coyote Logistics.	RXO Inc. engages in transportation and logistics activities across North America and Europe. Our value chain includes partnership with 117,442 carriers and various business relationships that support our comprehensive line of services.
	2-7 Employees	As of December 31, 2024, RXO Inc. employed 9,873 individuals (7,540 regular employees, 2,333 temporary workers). Of the regular employees, 2,531 were hourly and 5,009 were salaried; 4,709 were male, 2,748 were female, and 83 others/undisclosed. In September 2024, RXO acquired Coyote Logistics. 2025 10-K for the fiscal year ended December 31, 2024	As of December 31, 2025, RXO Inc. employed 9,218 individuals (6,906 regular employees, 2,312 temporary workers). Of the regular employees 2,502 were hourly and 4,404 were salaried; 4,343 were male, 2,482 were female, and 81 others/undisclosed. 2026 10-K for the fiscal year ended December 31, 2025
	2-8 Workers who are not employees	RXO Inc. works with a network of independent contractors and third-party service providers, ensuring compliance with applicable labor laws and ethical standards in our industry.	RXO Inc. works with a network of independent contractors and third-party service providers, ensuring compliance with applicable labor laws and ethical standards in our industry.
	2-9 Governance structure and composition	Corporate Governance Guidelines Nominating, Governance and Sustainability Committee Charter Board of Directors Committee Composition 2024 Proxy	Corporate Governance Guidelines Nominating, Governance and Sustainability Committee Charter Board of Directors Committee Composition 2025 Proxy
	2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines	Corporate Governance Guidelines
	2-11 Chair of the highest governance body	2024 Proxy Corporate Governance Guidelines	2025 Proxy Corporate Governance Guidelines
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance - Board Oversight Overall Sustainability Governance Format The board annually reviews RXO's internal ESG scorecard and receives updates on ESG as a whole. 2024 Proxy Nominating, Governance and Sustainability Committee Charter	Corporate Governance - Board Oversight Overall Sustainability Governance Format The board annually reviews RXO's internal ESG scorecard and receives updates on ESG as a whole. 2025 Proxy Nominating, Governance and Sustainability Committee Charter
	2-13 Delegation of responsibility for managing impacts	Nominating, Governance and Sustainability Committee Charter Corporate Governance - Board Oversight Overall Sustainability Governance Format The board annually reviews RXO's internal ESG scorecard and receives updates on ESG as a whole.	Nominating, Governance and Sustainability Committee Charter Corporate Governance - Board Oversight Overall Sustainability Governance Format The board annually reviews RXO's internal ESG scorecard and receives updates on ESG as a whole.
	2-14 Role of the highest governance body in sustainability reporting	Nominating, Governance and Sustainability Committee Charter Corporate Governance - Board Oversight Overall Sustainability Governance Format Our Sustainability Framework - Determining Materiality	Nominating, Governance and Sustainability Committee Charter Corporate Governance - Board Oversight Overall Sustainability Governance Format Our Sustainability Framework - Determining Materiality
	2-15 Conflicts of interest	Code of Business Ethics	Code of Business Ethics
	2-16 Communication of critical concerns	Code of Business Ethics 2024 Proxy	Code of Business Ethics 2025 Proxy
	2-17 Collective knowledge of the highest governance body	2025 10-K for the fiscal year ended December 31, 2024 2024 Proxy The board meets at least annually to discuss the company's sustainability activities and progress.	2026 10-K for the fiscal year ended December 31, 2025 2025 Proxy The board meets at least annually to discuss the company's sustainability activities and progress.

GRI STANDARD	DISCLOSURE	2024 RESPONSE	2025 RESPONSE
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	**Corporate Governance Guidelines**	**Corporate Governance Guidelines**
	2-19 Remuneration policies	**2024 Proxy** **2025 10-K** for the fiscal year ended December 31, 2024	**2025 Proxy** **2026 10-K** for the fiscal year ended December 31, 2025
	2-20 Process to determine remuneration	**2025 10-K** for the fiscal year ended December 31, 2024 **Compensation Committee Charter** **May 20 2024 8-K**	**2026 10-K** for the fiscal year ended December 31, 2025 **Compensation Committee Charter** **May 21 2025 8-K**
	2-21 Annual total compensation ratio	We reasonably estimate that for 2024 our CEO's annual total compensation was approximately 124 times that of the median of the annual total compensation of all our employees excluding the CEO. **2025 Proxy**	We reasonably estimate that for 2025 our CEO's annual total compensation was approximately 127 times that of the median of the annual total compensation of all our employees excluding the CEO. **2026 Proxy**
	2-22 Statement on sustainable development strategy	**Foreword - CEO Letter** and **Nominating, Governance and Sustainability Committee Charter**	**Foreword - CEO Letter** and **Nominating, Governance and Sustainability Committee Charter**
	2-23 Policy commitments	**Governance Documents** **Code of Business Ethics** We have mandatory annual training for employees on the Code of Business Ethics.	**Governance Documents** **Code of Business Ethics** We have mandatory annual training for employees on the Code of Business Ethics.
	2-24 Embedding policy commitments	**Governance** **Code of Business Ethics** We have mandatory annual training for employees on the Code of Business Ethics.	**Governance** **Code of Business Ethics** We have mandatory annual training for employees on the Code of Business Ethics.
	2-25 Processes to remediate negative impacts	**Code of Business Ethics**	**Code of Business Ethics**
	2-26 Mechanisms for seeking advice and raising concerns	Employees and stakeholders can seek advice and raise concerns via the Ethics Hotline, direct communication with the Ethics and Compliance team, or through management.	Employees and stakeholders can seek advice and raise concerns via the Ethics Hotline, direct communication with the Ethics and Compliance team, or through management.
	2-27 Compliance with laws and regulations	No instances of non-compliance, in the case of any, they would be reported publicly in RXO's 10-K, 10-Q and/or 8-K.	No instances of non-compliance, in the case of any, they would be reported publicly in RXO's 10-K, 10-Q and/or 8-K.
	2-28 Membership associations	NACM (National Association of Credit Management) Southwest Air Forwarders Association National Home Delivery Association Transportation Intermediaries Association Truckers Against Trafficking Women in Trucking Veterans in Trucking The Expedite Association of North America (TEANA) National Business Aviation Association Air and Expedited Motor Carriers Association National Customs Brokers and Forwarders Association International Compliance Professionals Association Laredo Licensed Customs Broker Association Council of Supply Chain Management Professionals Miami Customs Broker Association	NACM (National Association of Credit Management) Southwest Air Forwarders Association National Home Delivery Association Transportation Intermediaries Association Women in Trucking Veterans in Trucking The Expedite Association of North America (TEANA) National Business Aviation Association Air and Expedited Motor Carriers Association National Customs Brokers and Forwarders Association International Compliance Professionals Association Laredo Licensed Customs Broker Association Council of Supply Chain Management Professionals Miami Customs Broker Association
	2-29 Approach to stakeholder engagement	Stakeholder engagement is approached through regular communication, surveys, and participation in industry events to gather feedback and insights.	Stakeholder engagement is approached through regular communication, surveys, and participation in industry events to gather feedback and insights.
	2-30 Collective bargaining agreements	**2024 10-K**	**2025 10-K**

GRI STANDARD	DISCLOSURE	2024 RESPONSE	2025 RESPONSE
MATERIAL TOPICS			
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Our Sustainability Framework: Determining Materiality	Our Sustainability Framework: Determining Materiality
	3-2 List of material topics	The key issues identified by our company and stakeholders include: - Health and safety - Environmental stewardship - Talent management and employee engagement - Data security and privacy	The key issues identified by our company and stakeholders include: - Health and safety - Environmental stewardship - Talent management and employee engagement - Data security and privacy
ANTI-CORRUPTION			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Code of Business Ethics	Code of Business Ethics
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	100% of operations - Conducted a general compliance survey of employees across all lines of business and locations - Audited vendor onboarding output from payment applications for compliance with Third Party Assessment and Due Diligence Policy - Audited Travel and Expense system (Concur) for compliance with preapproval requirements for gifts, entertainment, sponsorships and donations	100% of operations - Conducted a general compliance survey of employees across all lines of business and locations - Audited vendor onboarding output from payment applications for compliance with Third Party Assessment and Due Diligence Policy - Audited Travel and Expense system (Concur) for compliance with preapproval requirements for gifts, entertainment, sponsorships and donations
	205-2 Communication and training about anti-corruption policies and procedures	Governance Documents	Governance Documents
	205-3 Confirmed incidents of corruption and actions taken	No instances of corruption, in the case of any, they would be reported publicly in RXO's 10-K, 10-Q and/or 8-K.	No instances of corruption, in the case of any, they would be reported publicly in RXO's 10-K, 10-Q and/or 8-K.
ENERGY			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Energy	Energy
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Energy Consumption of fuel (excluding feedstock) from non-renewable sources: 485,780.58 GJ Consumption of purchased or acquired electricity: 104,144.11 GJ Total energy consumption: 589,924.69 GJ Fuel usage uses a high heating value.	Energy Consumption of fuel (excluding feedstock) from non-renewable sources: 392,361.48 GJ Consumption of purchased or acquired electricity: 109,840.36 GJ Total energy consumption: 502,201.84 GJ Fuel usage uses a high heating value.
WATER AND EFFLUENTS			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Water has been identified in the past materiality assessment as a material topic but is the lowest priority within the materiality matrix. As such, RXO has not yet established comprehensive water reduction programs and initiatives.	Water has been identified in the past materiality assessment as a material topic but is the lowest priority within the materiality matrix. As such, RXO has not yet established comprehensive water reduction programs and initiatives.
GRI 303: WATER AND EFFLUENTS 2018	303-5 Water consumption	29,812,792.57 gallons	29,670,086.85 gallons

GRI STANDARD	DISCLOSURE	2024 RESPONSE	2025 RESPONSE
EMISSIONS			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Environmental Commitment: GHG Emissions	Environmental Commitment: GHG Emissions
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	32,784.2 tCO2e	25,878.81 tCO2e
	305-2 Energy indirect (Scope 2) GHG emissions	10,614.88 tCO2e	10,730.77 tCO2e
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	**Dedicated** NOx: 59.91 tons PM10: 0.09 tons	**Dedicated** NOx: 82.24 tons PM10: 2.45 tons
WASTE			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Waste	Waste
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	Waste	Waste
	306-2 Management of significant waste-related impacts	Waste	Waste
	306-3 Waste generated	Office waste generated: 1,373.93 tons Last Mile warehouse waste generated: 18,101.10 tons	Office waste generated: 1,841.69 tons Last Mile warehouse waste generated: 15,454.40 tons
	306-4 Waste diverted from disposal	Office waste diverted from disposal: 438.60 tons Last Mile warehouse waste diverted from disposal: 5,896.11 tons Mattress pieces recycled: 6,217 White goods pieces recycled: 238 Mixed recycling pieces: 3,048 Wood recycling pieces: 1,802	Office waste diverted from disposal: 611.76 tons Last Mile warehouse waste diverted from disposal: 5,672.26 tons Mattress pieces recycled: 14,757 White goods pieces recycled: 162 Mixed recycling pieces: 1,413
	306-5 Waste directed to disposal	Office waste directed to disposal: 935.33 tons Last Mile warehouse waste directed to disposal: 12,204.99 tons	Office waste directed to disposal: 1,229.93 tons Last Mile warehouse waste directed to disposal: 9,782.14 tons
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	SmartWay Partners and Suppliers	SmartWay Partners and Suppliers
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	100% Brokerage screened for SmartWay certification 100% Managed Transportation screened for SmartWay certification	100% Brokerage screened for SmartWay certification 100% Managed Transportation screened for SmartWay certification

GRI STANDARD	DISCLOSURE	2024 RESPONSE	2025 RESPONSE
		EMPLOYMENT	
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	**Social Impact and Responsibility: Employee Programs**	**Social Impact and Responsibility: Employee Programs**
GRI 401: EMPLOYMENT 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All RXO employees who work a minimum of 30 hours per week are eligible for: Medical Insurance with prescription drug coverage (4 plan options) Dental Insurance (2 plan options) Vision Insurance (2 plan options) Total Care Option - Health Reimbursement Account (TCO-HRA) Health Savings Account (HSA) Healthcare Flexible Spending Accounts (HCFSA) Dependent Care Flexible Spending Account (DCFSA) Commuter Spending Accounts (Transit & Parking) Company-provided Basic Employee Life Insurance Voluntary Life Insurance (Employee, Spouse & Child) Voluntary Accidental Death & Personal Loss (AD&PL) Company-provided Basic Disability (Short & Long Term) Voluntary Buy-Up Disability (Short & Long Term) Accident Insurance Hospital Indemnity Insurance Critical Illness Insurance Legal Insurance Identity Protection Insurance Employee Loan Program Auto and Home Loan Insurance Employee Discount Program Paid Time Off (PTO) Diversity Days Paid leave for prenatal care Paid leave to recover after a loss of pregnancy Family bonding leave after birth or adoption of child September 2024, Coyote Logistics, LLC acquired; maintained separate Health & Welfare Benefit Plan and policies exclusively offered to Coyote Logistics employees until January 1, 2026.	All RXO employees who work a minimum of 30 hours per week are eligible for: Medical Insurance with prescription drug coverage (3 plan options) Dental Insurance (2 plan options) Vision Insurance (2 plan options) Total Care Option - Health Reimbursement Account (TCO-HRA) Health Savings Account (HSA) Healthcare Flexible Spending Accounts (HCFSA) Dependent Care Flexible Spending Account (DCFSA) Commuter Spending Accounts (Transit & Parking) Company-provided Basic Employee Life Insurance Voluntary Life Insurance (Employee, Spouse & Child) Voluntary Accidental Death & Personal Loss (AD&PL) Company-provided Basic Disability (Short & Long Term) Voluntary Buy-Up Disability (Short & Long Term) Accident Insurance Hospital Indemnity Insurance Critical Illness Insurance Legal Insurance Identity Protection Insurance Employee Loan Program Auto and Home Loan Insurance Employee Discount Program Paid Time Off (PTO) Diversity Days Paid leave for prenatal care Paid leave to recover after a loss of pregnancy Family bonding leave after birth or adoption of child Coyote Logistics, LLC maintained separate Health & Welfare Benefit Plan and policies exclusively offered to Coyote Logistics employees until January 1, 2026.
	401-3 Parental leave	Total number of employees entitled to parental leave: 5,916 Females: 2,320 Males: 3,596 Total number of employees that took parental leave: 116 Females: 40 Males: 76 Total number of employees that took parental leave during the reporting period and returned to work: 111 Females: 35 Males: 76 Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work: 84 Females: 25 Males: 59 Return to work rate: 95.7 % Females: 87.5% Males: 100% Retention rate*: 72.4% *Those that returned to work and were still employed a year later vs. those that returned and were not still employed a year later and those that termed out during the leave Females: 62.5% Males: 77.6%	Total number of employees entitled to parental leave: 5,384 Females: 2,070 Males: 3,314 Total number of employees that took parental leave: 110 Females: 42 Males: 68 Total number of employees that took parental leave during the reporting period and returned to work: 106 Females: 39 Males: 67 Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work: *cannot currently calculate as it has not been a full 12 months since the end of 2025* Return to work rate: 96.4% Females: 92.9% Males: 98.5% Retention rate: *cannot currently calculate as it has not been a full 12 months since the end of 2025*

GRI STANDARD	DISCLOSURE	2024 RESPONSE	2025 RESPONSE
		OCCUPATIONAL HEALTH AND SAFETY	
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Health & Safety	Health & Safety
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	We have the elements of a Health and Safety Management System aligned to OHSAS 18001 as a framework, while there are minor opportunities we address through continuous improvement. We continue to strengthen our control environment and have developed comprehensive safety standards that govern our onsite work activities in Last Mile and Dedicated operations.	We have the elements of a Health and Safety Management System aligned to OHSAS 18001 as a framework, while there are minor opportunities we address through continuous improvement. We continue to strengthen our control environment and have developed comprehensive safety standards that govern our onsite work activities in Last Mile and Dedicated operations. In 2025, we have and continue to improve our operational controls.
	403-2 Hazard identification, risk assessment, and incident investigation	We have conducted detailed operational risk assessments of our operations and have developed detailed investigative process for general liability, accidents and injuries. We have a thorough RXO Emergency Response plan.	We have conducted detailed operational risk assessments of our operations and have developed detailed investigative process for general liability, accidents and injuries. We have a thorough RXO Emergency Response Plan. We have and continue to provide better and more robust controls in this area. We have and continue to roll this program out to our operations to increase the implementation of the program.
	403-3 Occupational health services	We have a comprehensive operational risk assessment program for RXO employees and contingent workers to ensure that they understand job specific risks and receive comprehensive training and skills testing, function specific PPE (personal protective equipment), and special tools if required. When medical issues arise, we have access to care and treatment. During hiring we assess the employees prior to joining RXO.	We have a comprehensive operational risk assessment program for RXO employees and contingent workers to ensure that they understand job specific risks and receive comprehensive training and skills testing, function specific PPE (personal protective equipment), and special tools if required. When medical issues arise, we have access to care and treatment. During hiring we assess the employees prior to joining RXO. In 2025, we continued to improve this program.
	403-4 Worker participation, consultation, and communication on occupational health and safety	In Last Mile we engage with operations weekly to discuss the safety programs and other risks - Best practices Warehouse risks Incident trends Safety alerts Audit findings Presenting crash, injury data by site Presenting crash, injury data by BU Weekly standup meetings with employees and contingent workers cover our entire safety program. In Dedicated we have a Monthly Safety Leadership Meeting covering accidents, incidents, injuries, and projects and investment in safety programs (e.g., Samsara vs Lytx). Additionally, we meet with our operations teams and drivers at each location quarterly to review FMCSA and OSHA performance at a local/operations level.	In Last Mile we engage with operations weekly to discuss the safety programs and other risks - Best practices Warehouse risks Incident trends Safety alerts Audit findings Presenting crash, injury data by site Presenting crash, injury data by BU Weekly standup meetings with employees and contingent workers cover our entire safety program. In Dedicated we have a Monthly Safety Leadership Meeting covering accidents, incidents, injuries, and projects and investment in safety programs (e.g., Samsara vs Lytx). Additionally, we meet with our operations teams and drivers at each location quarterly to review FMCSA and OSHA performance at a local/operations level.
	403-5 Worker training on occupational health and safety	Our operations receive training on safety through RXO-U (several training topics), JJ Keller (more that 50 specific topics ranging from defensive driving, vehicle inspections, hours of service, injury prevention, etc.), numerous topics from DOT and OSHA, and in our weekly Last Mile and quarterly Dedicated trainings. RXO Training includes – safe lifting, slips trips and falls, lock out tag out, HazComm, and fire extinguisher basics.	Our operations receive training on safety through RXO-U (several training topics), JJ Keller (more that 50 specific topics ranging from defensive driving, vehicle inspections, hours of service, injury prevention, etc.), numerous topics from DOT and OSHA, and in our weekly Last Mile and quarterly Dedicated trainings. RXO Training includes – safe lifting, slips trips and falls, lock out tag out, HazComm, fire extinguisher basics. In 2025, we continued to expand this program and training offerings and developed an all-employee OSHA Awareness program.
	403-6 Promotion of worker health	RXO Benefits	RXO Benefits
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	We implement a comprehensive risk assessment approach that looks at origin to the destination and our customer impacts. From there we developed our programs for PPE (personal protective equipment), training, equipment, tools, etc.	We implement a comprehensive risk assessment approach that looks at origin to the destination and our customer impacts. From there we developed our programs for PPE (personal protective equipment), training, equipment, tools, etc.
	403-8 Workers covered by an occupational health and safety management system	At the highest level of our Company, is the RXO Employee Handbook that focuses on the safety of our employees, contractors and visitors. Many of our operations are office environments or supporting our customers in their locations/operations. We do manage RXO warehouses and RXO trucking operations. Our detailed Safety Management System is developed and implemented for our Warehouse and Trucking Operations.	We continue to drive continuous improvement in the Safety Management System, including driving more detailed programs down to our warehouse and trucking operations. The basis for the expanding program is a focus on risk identification and reduction programs. Additionally, we have expanded our safety focus into our entire operations by standardizing our RXO Emergency Response Plan (e.g., Fire, Heat Stress, Evacuation) and developing our OSHA Employee Awareness Training.

GRI STANDARD	DISCLOSURE	2024 RESPONSE	2025 RESPONSE
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-9 Work-related injuries	TRIR (total recordable incident rate) company wide direct employees = Annual reportable incidents x 200,000/ (temp + FT + hourly hours): 0.76 **Dedicated** DOT-Recordable Preventable Accident Frequency (when holding number of hours driven constant to 2022 full year): 0.19 No fatalities company wide	TRIR (total recordable incident rate) company wide direct employees = Annual reportable incidents x 200,000/ (temp + FT + hourly hours): 0.78 **Dedicated** DOT-Recordable Preventable Accident Frequency (when holding number of hours driven constant to 2022 full year): 0.17 No fatalities company wide
	403-10 Work-related ill health	No fatalities company wide. No cases of ill health company wide.	No fatalities company wide. No cases of ill health company wide.
TRAINING AND EDUCATION			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Learning & Development	Learning & Development
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Average hours per employee: 13 Average for each people leader: 24 Average for each non-people leader: 10	Average hours per employee: 15 Average for each people leader: 33 Average for each non-people leader: 11
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning & Development	Learning & Development
	404-3 Percentage of employees receiving regular performance and career development reviews	93.4%	99.8%
SECURITY PRACTICES			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Risk Management Carrier Compliance and Cargo Security Security and Fraud Prevention Measures Cybersecurity	Risk Management Carrier Compliance and Cargo Security Security and Fraud Prevention Measures Cybersecurity
LOCAL COMMUNITIES			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Social Impact and Responsibility: Charitable Donations, Community Engagement, Corporate Partners	Social Impact and Responsibility: Charitable Donations, Community Engagement, Corporate Partners
CUSTOMER PRIVACY			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	RXO has an online privacy policy to address consumer and employee/ candidate privacy issues. Privacy Policy is located at: https://rxo.com/privacy-policy/	RXO has an online privacy policy to address consumer and employee/ candidate privacy issues. Privacy Policy is located at: https://rxo.com/privacy-policy/

Sustainability Accounting Standards Board (SASB)

TOPIC	ACCOUNTING METRIC	CODE	2024 RESPONSE	2025 RESPONSE
Greenhouse Gas Emissions	Gross global Scope 1 emissions	TR-RO-110a.1	32,784.2 tCO2e	25,878.81 tCO2e
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-RO-110a.2	Environmental Commitment, GHG Emissions, Sustainable Transportation Initiatives	Environmental Commitment, GHG Emissions, Sustainable Transportation Initiatives
	(1) Total fuel consumed, (2) percentage natural gas and (3) percentage renewable	TR-RO-110a.3	Dedicated: 2,263,674 gallons ULSD	Dedicated: 2,569,963 gallons ULSD
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	TR-RO-120a.1	**Dedicated** NOx: 59.91 tons PM10: 0.09 tons	**Dedicated** NOx: 82.24 tons PM10: 2.45 tons
Driver Working Conditions	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	TR-RO-320a.1	TRIR company wide, direct employees: 0.76 Fatality rate company wide, direct employees: 0	TRIR company wide, direct employees: 0.78 Fatality rate company wide, direct employees: 0
	Description of approach to managing short-term and long-term driver health risks	TR-RO-320a.3	Our program continues as before unchanged - Completed comprehensive Risk Assessments for our operations Implemented the Required DOT medical monitoring programs (Driver Physicals, Drug Screens, HPE Evaluations)	Our program continues as before unchanged - Completed comprehensive Risk Assessments for our operations Implemented the Required DOT medical monitoring programs (Driver Physicals, Drug Screens, HPE Evaluations)
Accident & Safety Management	Number of road accidents and incidents	TR-RO-540a.1	**Dedicated** DOT-Recordable Preventable Accident Frequency (when holding number of hours driven constant to 2022 full year): 0.19	**Dedicated** DOT-Recordable Preventable Accident Frequency (when holding number of hours driven constant to 2022 full year): 0.17
	(1) Number and (2) aggregate volume of spills and releases to the environment	TR-RO-540a.3	No significant releases to the environment	No significant releases to the environment
Activity Metric	Number of employees, number of truck drivers	TR-RO-000.C	**Number of employees:** 9,873 (7,540 regular and 2,333 temporary) **Number of truck drivers:** ***Dedicated:*** 452 ***Europe:*** 39	**Number of employees:** 9,218 (6,906 regular and 2,312 temporary) **Number of truck drivers:** ***Dedicated:*** 420 ***Europe:*** 38


RXO