

2021 ESG Annual Report

Arrive Logistics is a multimodal transportation and technology company headquartered in Austin Texas.

Arrive strives to be a leader in their industry through all facets of business. The company pushes the limits of what is possible for their team and partners every day. Arrive believes that continuous improvement of their ESG standards makes them a stronger employer and strategic partner, but also provides valuable impact on the environment and community. The company's structured ESG program is led by the Chief Strategy Officer and is reported to the board of directors.

Environmental

Arrive's environmental goal is to reduce their carbon footprint and encourage customers and carriers to do the same.

SUSTAINABLE CORPORATE TRAVEL

- Arrive signed a pledge to become a Climate Ranger Partner of Sustainable Travel International in Q4 of 2021.
- Arrive is conducting an assessment of the carbon footprint created by its corporate travel during 2021 with intentions to offset Arrive's carbon emissions in the future through its partnership with STI.



CREATE A SUSTAINABLE OFFICE ENVIRONMENT

- Arrive plans to switch its workforce to laptops which will be complete for all employees by 2023 leading to 80% less energy than desktops. In 2021, Arrive replaced nearly 700 desktops with laptops.
- All Arrive facility appliances purchased after December 2019 have A Energy ratings.
- Arrive has also partnered with the Central Texas Food Bank providing them with used coffee grinds to leverage in their community garden.

INDUSTRY: REDUCING EMPTY MILES

1. Arrive eliminated 10,200 metric tons of CO2 from empty miles through the growth of Arrive's Private Fleet and Committed Capacity programs.
 - a. Private Fleet is defined as an in-house truck fleet operation, owned and operated by a shipper/parent organization, whose primary business is not trucking, such as retail or manufacturing. Arrive's program identifies and fills backhauls for these fleets to minimize empty mileage and minimize co2 emissions.
 - b. Committed Capacity is a means by which Carrier-Lane commitments can be inputted and positioned within Arrive's internal system for the purpose of visibility and auto-tendering. This helps to maximize coverage and minimize empty miles within a carrier's network.

Social

Arrive's social goal is to create an inclusive culture where employees feel safe and valued while also engaging with local organizations to support the greater community.

EQUAL PAY & BENEFITS

1. Arrive has built a compensation structure in line with market pricing, the company's internal Compensation Philosophy, and internal salary ranges, equitable by role and across job families.
2. Arrive's Total Rewards team reports on gender pay equality on a semi-annual basis to ensure any potential gaps are addressed immediately.
3. The company is continuously working towards a more equitable lifestyle package.
 - a. 2021 included the rollout of a more competitive PTO plan, parental leave, and mental health benefits.
 - b. Benefits are reviewed and benchmarked annually against other companies inside and outside of the logistics industry.

DIVERSITY & INCLUSION

1. Arrive established Employee Resource Groups (ERG's) in 2021. Each group is employee-led and executive or senior leadership sponsored. Additional groups will be built based on the feedback of employees.
 - a. Black Logistics Group - 72 members
 - b. Prisms: LGBTQ+ - 88 members
 - c. Women in Logistics - 115 members
 - d. Emerging Professionals - 56 members
 - e. Salute: Veterans Group - 27 members

2. Organized internal company wide celebrations for Pride Month, Black History Month, Women’s Month and Veteran’s Day.
3. Arrive’s Recruiting team partnered with the ERG’s in 2022 to expand its diversity-focused efforts on campus through ERG member affiliation and participation.

PHILANTHROPY

1. Arrive donated over \$46,400 in 2021, supporting organizations such as the Greater Baton Rouge Food Bank, American National Red Cross, and the GiveJoy Foundation.
2. Arrive’s #MovewithUs initiative launched in 2021 and is an employee-led group that organizes, supports and fosters community philanthropy on behalf of the company.

3. Arrive is proud to partner with Truckers Against Trafficking, an organization that works to educate, equip, empower and mobilize members of the trucking, bus, and energy industries to combat human trafficking.



4. Arrive has an Employee Emergency Relief Fund, used for employees during times of personal emergency or natural disaster. This is funded through donated reward points (via Kazoo) earned through recognition from peers / leadership or acknowledgement of personal milestones (work anniversary or birthdays) throughout the year. Reward points can also be used to support local organizations highlighted on Arrive’s Kazoo page.



Organizations supported by Arrive Logistics in 2021

Governance

Arrive believes that creating checks and balances within the company's Board and Executive Leadership Team (ELT) and operating with regulatory compliance at top of mind is critical to their success. Arrive strives for utmost transparency in communication with stakeholders and have created the following committees to uphold governance standards.

AUDIT & FINANCE COMMITTEE

1. Provides independent oversight of Arrive's accounting and financial reporting processes, and audits of Arrive's financial statements and internal controls.
2. Committee oversees, reviews and recommends to the Board for its approval updates to Arrive's code of business conduct and ethics, and will oversee Arrive's system to monitor compliance with the code of business conduct and ethics.
3. The Audit & Finance Committee also oversees and reviews with management Arrive's enterprise risk management framework and practices including risks related to cybersecurity and disaster recovery.
4. Committee authorizes and reviews valuations of Arrive or its equity units.
5. Arrive encourages feedback from employees across the business. Arrive has many different channels for feedback to be provided including, but not limited to, an anonymous hotline and email. This anonymous feedback goes directly to the Arrive Legal team and will be reported up through the Audit Committee.

COMPENSATION COMMITTEE

1. Reviews and makes recommendations to the Board regarding compensation, including performance and equity-based compensation, for executive-level officers of Arrive Logistics.
2. Committee reviews and recommends to the Board for approval the employment, termination, or change in title, role, or responsibilities of members of the ELT.
3. Committee reviews and approves changes to Arrive-sponsored employee health and retirement plans, as well as any significant changes to Arrive's commission plans.