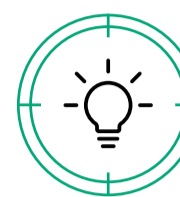


Environmental

We are actively partnering with customers around the world to help them achieve their sustainability goals while we innovate to reduce our own environmental impact.

We launched ambitious environmental goals:



80% global operations using LED lighting by 2025



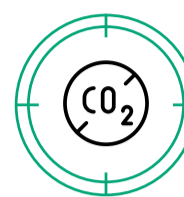
80% global landfill diversion rate by 2025



30% GHG emissions (Scopes 1 & 2) reduction by 2030 vs. 2019 baseline



50% renewable energy globally by 2030



100% carbon neutral (Scopes 1 & 2) by 2040



37% of GXO-owned or leased facilities are ISO 14001-certified

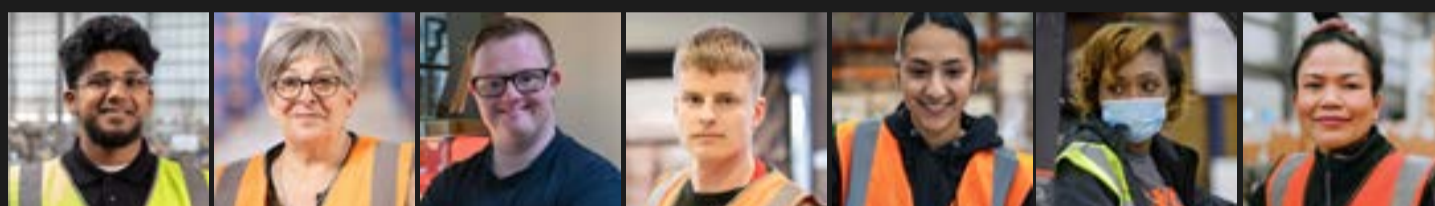
3.5% decrease of our global Scope 1 & 2 emissions

26% decrease of our emissions intensity by revenue since 2019

47% of our global floorspace using energy-efficient LED lighting

79% of waste diverted from landfill globally, nearing our 2025 target of 80% ahead of schedule

Social



We are building a workplace that cares for and develops our gamechangers while we seek new ways to strengthen the communities in which we live and work.

We champion diversity, inclusion and belonging



Letitia King James

Appointed our first Vice President of Diversity, Inclusion and Belonging (DI&B)

~2x

more women at VP level and above globally since 2019

60%+

increase in underrepresented groups by ethnicity at VP level and above in the U.S. since 2019

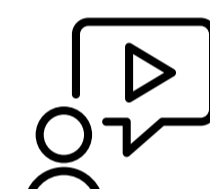


We focus on talent and learning



1 million+

total hours of learning in 2021



100%

of team members are eligible for learning through GXO University

74%

logged on to our virtual platforms in 2021

13,000+

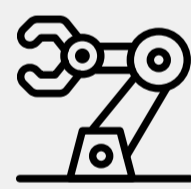
learning items offered through GXO University

Our Road to Zero program

aspires to **zero** occupational injuries and illnesses

Creating the future of work

Advanced automation helps GXO fulfill our commitment to protecting our workforce



Using robots and cobots minimizes the risk of repetitive strain and reduces walk-time, decreasing the risk of injury



Governance



Our strong governance structure and practices help bring these values and commitments to life for our team members worldwide, for our shareholders and for our business partners.

An independent and diverse Board

6 of 8 members are independent

100% of standing committee members are independent

50% of members are women

Helping our employees make the right decisions everyday



100%

of employees receive and are required to sign GXO's Code of Business Ethics



5 hours

of training on average per employee related to Annual Compliance Education (ACE)

Our "speak up" culture encourages colleagues to embrace their right and responsibility to report any concerns or potential violations of our policies and values without fear of retaliation.

Colleagues can raise their concerns via:



Ethics Point website



Independent third-party 24/7 Ethics Line



Dedicated GXO email account



Direct reporting to the Ethics Team



Internal reporting to HR and business leaders



Watch: **GXO at Work**
bit.ly/3xzc9T

