



GXO

2024
IMPACT
REPORT

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Optimized for digital viewing

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A letter from our Chief Compliance and ESG Officer

At GXO, we're proud to help our customers worldwide achieve their ESG goals by delivering innovative logistics solutions that enhance efficiency, improve visibility, and support long-term growth. Leveraging advanced technology, data-driven insights, and our operational scale, we enable customers to reduce emissions, optimize inventory, and support circularity, turning ESG into a competitive advantage while lowering costs and improving supply chain performance.

At the core of our success are the team members who trust GXO to support their careers and well-being. We're committed to creating a workplace culture grounded in safety, belonging, and opportunity – where every team member can thrive.

Building momentum

The last year has been marked by bold moves and meaningful growth for GXO, putting us on an exciting path forward. Our acquisition of Wincanton exemplifies this strategy and expands our footprint in key U.K. sectors like

aerospace, defense and industrial. By combining Wincanton's industry presence and fleet operations with GXO's global network and innovative logistics solutions, we're now equipped to offer even more comprehensive services that drive lasting value for our clients and fuel our long-term ambitions.

Technology remains at the heart of GXO's competitive edge and growth strategy. Our highly scalable warehouse management platform is built on the cloud to accelerate the deployment of new ways to increase efficiency across multiple markets and industries. By integrating advanced capabilities in labor and inventory productivity, intelligent automation, and predictive analytics, we continually elevate the value we deliver to our customers while driving operational excellence and supporting our continued success.

Responsible governance

At GXO, responsible governance is our foundation. We are focused on aligning our teams worldwide to identify, assess and mitigate risk. We're also committed to strengthening our data tracking and

internal systems. By building new tools for regulatory reporting, we believe we'll make it easier for our customers to remain compliant as regulations evolve.

Security is also critical to us. That's why we're constantly monitoring emerging information security threats and adopting industry-leading technologies and best practices. Our policies are tightly aligned with international cybersecurity standards, ensuring that both GXO and our customers are protected every step of the way. Our ongoing automation and innovation expansion allows us to adapt and strengthen our information security systems and processes to meet ever-changing demands, particularly in light of recent artificial intelligence developments.

Maintaining our position as an employer of choice

Consistent with our core value to "Be Safe", we continued to strengthen our safety governance in 2024 by implementing monthly leadership meetings focused on the



use of leading indicators, ensuring every site remains accountable and proactive. Thanks to these efforts and our existing Road to Zero program, designed to protect both the physical and mental well-being of our team, we surpassed our global safety targets. We saw a remarkable 37.7% reduction in the Total Recordable Incident Rate across the Americas and Asia-Pacific, and a 19.2% drop in Lost Time Incident Rate throughout the U.K. & Ireland and Europe from our 2022 baselines, both metrics far exceeding our 15% reduction target set for 2027.

We believe that every employee’s voice matters. That’s why we’ve launched initiatives companywide to empower our team members – not just to grow professionally but also to bring their full, authentic selves to work every day. Whether through our global learning and development platform, GXO University, or initiatives like our expanded Careers Month, it’s deeply rewarding to see our learning and development efforts consistently exceed annual targets. In 2024, employees completed over 1.1 million learning hours, a powerful reflection of their passion for personal growth and commitment to continuous improvement.

Our dedication to creating an engaged workplace hasn’t gone unnoticed. For the fifth consecutive year, Forbes has recognized

GXO as one of the “Best Companies to Work For” in Spain. This is a testament to the culture we are building together, where safety, respect, and opportunity are truly valued.

Minimizing our impact

We remain committed to balancing growth with environmental sustainability. Our approach focuses on three key areas; sourcing more renewable energy, improving energy efficiency across our operations, and minimizing waste. These efforts are central to our long-term ESG strategy and reflect our belief that responsible operations drive stronger outcomes for our business, our customers, and the planet.

In 2024, we surpassed our goal of reaching 80% LED coverage in our facilities. We also made significant progress in advancing circularity by reducing waste and improving resource recovery. Globally, we successfully diverted 77% of waste associated with operations from landfills. This achievement reflects our ongoing commitment to responsible resource management across our operations.

Looking ahead

ESG isn’t a separate part of our business; it’s embedded in everything we do and is truly a competitive advantage for us and for our

customers. It accelerates our growth, and guides how we lead, and how we show up for our customers, our people, and our communities. As we continue to innovate and expand, we remain committed to evolving as an employer of choice that prioritizes safety and fosters a sense of belonging in the workplace. In this rapidly changing global environment, we take a proactive approach to managing risks and maintaining responsible governance to ensure full compliance with evolving regulations.

I want to thank our team members whose dedication and ideas drive this work forward every day, and our customers who hold us to high standards partner with us every day.

Together, we’re building a stronger GXO that’s ready for the future and ready to lead.



Meagan Fitzsimmons
Chief Compliance and ESG Officer

Who we are

Why did we choose the name GXO?

Because it reflects what we offer to our **investors, customers and colleagues: Game-Changing Opportunities.**



Company profile

As the world's largest pure-play contract logistics provider, GXO Logistics, Inc. (NYSE: GXO) is positioned to capitalize on the rapid growth of ecommerce, automation, and outsourcing.

GXO partners with the world's leading blue-chip companies to solve complex logistics challenges with technologically advanced supply chain and ecommerce solutions, at scale, with speed.

The company strives to provide an inclusive, world-class workplace for more than 150,000 team members across more than 1,000 facilities in 27 countries.

The number of team members, net revenue and warehouse footprint reflect GXO's acquisition of Wincanton plc in 2024. All other data and information in ESG performance tables contained in this report exclude Wincanton plc unless otherwise noted.

GXO corporate headquarters is located in Greenwich, Connecticut.

2024 HIGHLIGHTS

ACHIEVED **80%**
global operations
using LED lighting

21% reduction in
Scope 1 & 2 emissions
intensity since 2022

>1.1M total learning hours

Expanded **Impact
Ambassador Program**

Wincanton
acquisition



What we do

GXO is building the supply chain of the future.

We deliver value through “**The GXO Difference**” – our industry-leading combination of scale, technology and expertise. We design and operate the most technologically advanced logistics solutions in the world, enabling supply chain excellence for customers all over the world. We are uniquely positioned in the supply chain to drive value and make an impact for our people, our partners and our planet.

GXO: Logistics at full potential

We help our customers overcome difficult challenges and realize the full potential of their supply chains. How? By designing, constructing, and managing highly advanced warehouse solutions.

Our customers include many of the largest and most advanced companies across the globe. We collaborate with our customers as a strategic partner—innovating and deploying solutions that solve their most complicated issues around warehousing, inventory, and supply chain management and distribution.

Customers gain productivity increases and develop safer and more satisfying work environments by choosing GXO. Moreover, they can count on us to support them in pursuing their own sustainability and operational and financial goals.

Numbers that matter¹

1,000+
warehouse locations

150,000 +
team members

27
countries of operation

\$11.7 billion
in revenue in 2024

\$1 billion +
of new business wins

200 million +
square feet of
warehouse space

¹The numbers include the Wincanton acquisition, which is still under review by the United Kingdom's Competition and Markets Authority as of the writing of this report.



Aerospace and defense



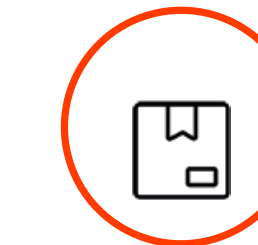
Agribusiness



Automotive



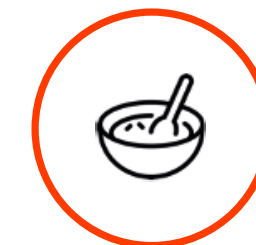
Chemical and energy



Consumer packaged goods



Ecommerce



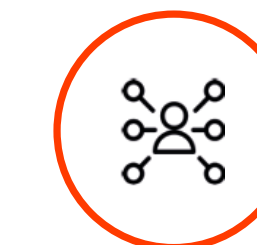
Food and beverage



Healthcare



Industrial and construction



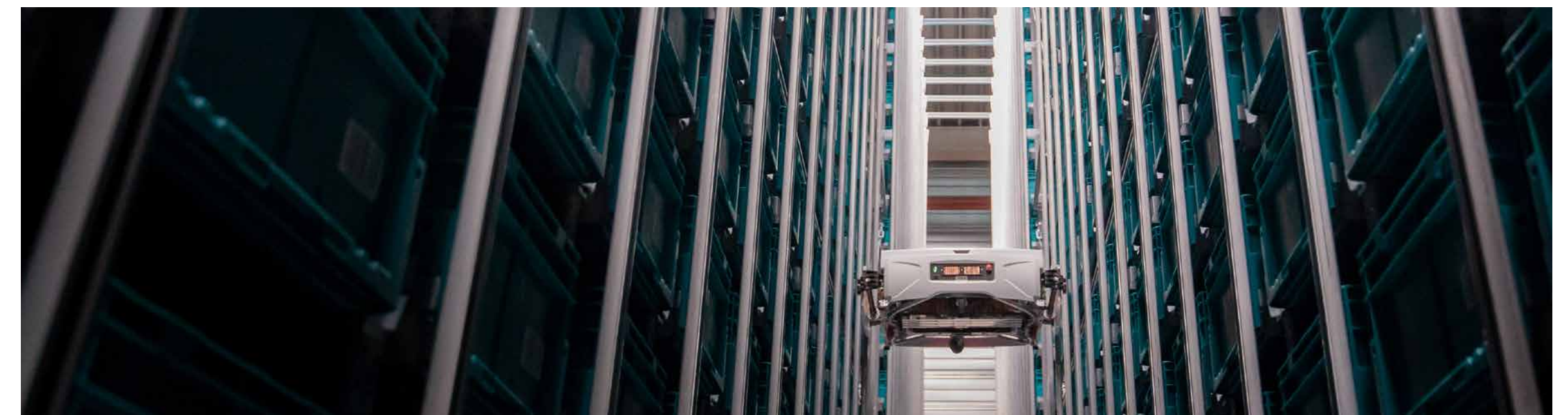
Omnichannel retail



Public sector



Technology and consumer electronics



Our continued focus on innovation

Today's consumers expect fast deliveries, and warehouses need to keep pace, all while maintaining effective inventory management and real-time visibility of the supply chain. At GXO, we answer the call by incorporating automation and novel technologies into new facilities, facility upgrades, and solutions that help customers manage their operations.

Advanced technology sharpens our competitive edge to help us win and retain business. We optimize our solutions to enhance our customers' safety, costs, efficiency, accuracy, and sustainability.

Continued strategic investments in powerful tools drive our growth. Along with automation solutions, we invest in adaptive technologies, including vision tech, goods-to-person systems, and collaborative robots, which minimize strain and boost efficiency. We help optimize inventory flow and improve fulfillment using the latest hardware and software—such as machine learning and AI.

Our automation-driven warehouses around the world also support our customers' goals of advancing sustainability and workforce well-being. As we continue to introduce new technologies in our warehouses, they will serve as innovation centers where customers and suppliers can explore advancements that improve efficiency and safety.



Overview

How we do it: The ESG Difference



Our values

Our goal at GXO is simple: we help customers adapt and grow their businesses with a smarter supply chain. We tailor our supply chain management solutions to match our customers' unique challenges and complexities. From warehousing to distribution, we leverage a broad range of capabilities to tackle every logistics need.



Across our global footprint, we continue developing environmentally friendly warehouse solutions, creating a safe workplace, fostering a culture of belonging, and conducting ourselves ethically and responsibly in all matters.

In short, our ESG efforts reflect our company's core values.

Be safe We put safety first. It's our responsibility to take care of each other. Together, we create safe, supportive workplaces where people can thrive and return home from work as healthy as they arrived.

Be inclusive We value individuals' diverse voices, talents, identities, backgrounds and experiences to drive innovation and success. We build a culture of belonging that respects every team member and constantly finds ways to meet their diverse needs.

Make an impact We strive to make a positive impact for our people, partners and planet. We do it by listening, doing business responsibly and ethically, and going above and beyond to deliver environmental, social and economic value.

Change the game We never stop finding bold, original solutions to tough challenges. We continually raise the bar, powering game-changing solutions with advanced technology. We help our customers evolve to meet the needs of tomorrow, as well as today.

Deliver results We're laser-focused on delivering the best results. Every day, we find ways to increase efficiency, speed and overall performance. We're passionate about producing outstanding outcomes for all our stakeholders.

Our material topics and ongoing double materiality assessment

In 2024, GXO marked the third year of having its material ESG issues firmly in place. These topics emerged from our impact materiality assessment in 2021. In partnership with an independent firm, we uncovered our priority topics, discovering where our customers, employees, and investors believe our company can have the most significant impact.

You can review the impact materiality assessment [here](#).

We continue to refine our strategy in anticipation of evolving regulatory requirements. In 2025, we are conducting a comprehensive double materiality assessment, aligning with the standards set forth in the Corporate Sustainability Reporting Directive (CSRD). We anticipate that the results of the double materiality assessment will help us identify new opportunities to make an impact.

Our material topics include:



Energy and greenhouse gas (GHG) emissions

Our overall carbon footprint, use of renewable energy, energy efficiency measures, and emissions reductions via optimized logistics for our customers.



Employee engagement

Our work environment and culture, employee satisfaction and well-being, compensation and benefits, as well as proactive and productive communication with team members, respect for workers' rights, and compliance with applicable labor regulations.



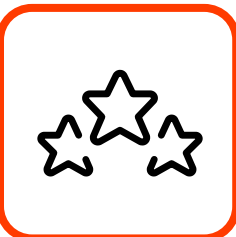
Health and safety

Our adherence to safety laws and regulations, health and safety governance and systems, employee safety training, and driver safety training.



Belonging

Our unwavering commitment to ensuring that all colleagues feel welcomed, supported, and empowered with opportunities to build meaningful careers at GXO.



Talent management

Our employee recruitment, retention, and development as well as learning and career progression.



Information security

Our data privacy and protection and the security of our information systems, along with the data they contain.



ESG Scorecard





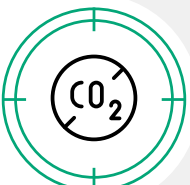
Our ESG scorecard sets us on the right track to realize our sustainability commitments for our material topics.

The scorecard provides internal tracking and monitoring capabilities, equipping GXO leaders across regions with a central location to disclose key progress metrics toward our top-line sustainability goals.

2024 Performance

Environmental goals

Reduce our environmental impact

TARGET	PROGRESS
 <p>80% global operations using LED lighting by 2025</p>	<p>ACHIEVED</p> <p>80% global operations using LED lighting</p>
 <p>80% global landfill diversion rate by 2025</p>	<p>77% global landfill diversion rate</p>
 <p>30% GHG emissions (Scopes 1 & 2) reduction by 2030 vs. 2019 baseline</p>	<p>20% GHG absolute emissions reduction since 2019</p>
 <p>50% renewable electricity globally by 2030*</p>	<p>20% renewable electricity used globally</p>
 <p>100% carbon neutral (Scopes 1 & 2) by 2040</p>	<p>12% emissions reduction by revenue year-over-year</p>

Social goals

 <p>Ensure a safe workplace:</p> <p>TARGETS</p> <p>In our Americas and Asia-Pacific operations, reduce total recordable incident rate (TRIR) by 15% by 2027 vs. 2022 baseline</p>	<p>38% reduction in TRIR in Americas and Asia-Pacific operations since 2022</p>
<p>In our U.K. & Ireland and European operations, reduce the lost time incident rate (LTIR) by 15% by 2027 vs. 2022 baseline</p>	<p>19% reduction in LTIR in U.K. & Ireland and Europe operations since 2022</p>
 <p>Provide a clear and rewarding career path for all employees</p>	<p>Provided an average of 13 learning hours per employee</p>
 <p>Build a culture of belonging</p>	<p>Expanded regional partnerships to enhance work opportunities for people with disabilities.</p>

Governance goals

 <p>Embed an ethics-driven culture</p>	<p>All employees receive annual training on Compliance topics including the Code of Business Ethics</p>
 <p>Maintain a best-in-class information security program</p>	<p>24/7 monitoring of all critical environments with a full incident response team and plan ready to react</p>

We align our programs and policies with these goals, and we remain committed to measuring our progress.

Our approach

For GXO, ESG represents both a commitment and a competitive advantage. By emphasizing ESG across our operations, we ensure that employees thrive with us, customers succeed with us, and investors can have confidence in us. We want team members at every level to take action and make decisions based on doing business the right way, as we build the supply chain of the future.

We empower our customers to advance their ESG goals through innovative logistics solutions that deliver shared economic, environmental, and social value. As an ESG enabler, we design and operate advanced logistics systems built around the three pillars of ESG:

Environmental: We collaborate with our customers to support their sustainability initiatives as we innovate to reduce our own environmental footprint.

Social: Being an employer of choice and creating a safe and inclusive workplace are critical to finding good people, keeping them, and increasing productivity.

Governance: We embed our ESG principles in our governance framework, which benefits team members, shareholders, customers, and partners worldwide.

In 2024, we focused on measuring our full carbon footprint, especially our Scope 3 emissions. We are considering changing our baseline year for Scope 1 and 2 from 2019 to 2022, since 2022 was our first full calendar year operating independently as GXO. We plan to integrate data from Wincanton into our carbon footprint during 2025 so that we can comprehensively assess what areas to target for emissions reduction. Given our growth trajectory and extensive physical footprint, emissions intensity by revenue is a critical metric that allows us to track environmental performance in proportion to our business expansion. This approach provides a more meaningful view of our progress, as reflected in the environmental section and environmental performance tables.

For our Scope 1 and 2 emissions and Scope 3 business travel carbon emissions, we continued our current operational control approach and reporting. The results of our 2024 GHG emissions calculations are available [here](#).

For us and for others

Customers, regulators, and other third parties increasingly request our ESG data, which includes GHG emissions, safety reports, and workforce representation metrics. We continue to develop global processes for sharing data that align with various governmental and nongovernmental protocols and best practices.

We remained on course with our holistic approach to ESG in 2024, which included the expansion of our ESG Impact Ambassadors program. This program allows us to efficiently structure how team members can participate in all aspects of ESG. It augments ongoing employee engagement initiatives, such as our safety committees and engagement ambassadors.

Through this program, we emphasize that ESG encompasses a wide range of initiatives designed to ensure we conduct business responsibly. We also empower our ESG impact ambassadors to propose enhancements to our services, foster a positive workplace culture, and share best practices.



SPOTLIGHT

Impact Ambassadors: A top-down, bottom-up approach

Because ESG impacts every facet of our operations, we engage stakeholders across the business to help meet our goals while helping our customers do the same.

Our Impact Ambassador program has functioned as a key component of our ESG strategy since its launch in 2022. In 2024, we made significant strides in building out the program.

Over the past year, we have expanded the program to involve nearly 430 participants in ESG knowledge sharing and innovation. Our ambassadors drive responsible business practices, promote environmental sustainability, and make a difference by leveraging the scale of our business across GXO sites. Ambassadors' many efforts include promoting our ESG messaging, advancing measurable progress at our sites, and sharing best practices with peers.

We are continuing to expand the program in 2025, extending our engagement to colleagues in Latin America and deepening our engagement within the U.K. & Ireland, Europe and North America. By the end of 2026, our goal is to onboard ambassadors in all of the

countries in which we operate. During this timeframe, we also intend to integrate the ambassador program more deeply across our organization—from site-level operations to senior leadership and customer engagement. This expansion underscores our commitment to ESG and to addressing the unique needs and goals of the diverse regions in which we operate.

We are also developing a new global data collection platform that will enable all ambassador program users, including our customers, to easily submit their initiatives and monitor results, generating meaningful insights to drive ESG programs forward.

By the numbers:

428 ambassadors

~190 sites

across our two major regions: the Americas and Asia-Pacific and U.K. & Ireland and Europe.



Environmental

Changing the game in
sustainability
by redefining logistics



At GXO, our commitment to sustainability is guided by two driving factors: doing what is right and ensuring that our actions are aligned with the expectations of our stakeholders.

We work in close partnership with customers across the globe to drive meaningful progress towards their sustainability goals while continually innovating to minimize our own environmental footprint.

We are on track to meet or exceed our bold environmental targets.

Our efforts are illustrated in the highlights below:



Expanded our coverage of energy-efficient LED lighting to 80% globally in our leased and owned operations



Diverted from landfill 77% of waste associated with operations globally



Sourced 20% of electricity from renewable sources globally



Reduced Scope 1 & 2 emissions intensity by 21% since 2022

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Enabling the circular economy

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Reducing our operational footprint

Our environmental goals align with the United Nations (UN) Sustainable Development Goals (SDGs). To see a detailed list of how our business operations align with the SDG target indicators, please see our UN SDG index.

[View](#) the index



Enabling the circular economy

As the world transitions from a linear to a circular economy, we believe GXO is well positioned to help reduce waste while optimizing efficiency across the lifecycle of products and materials.

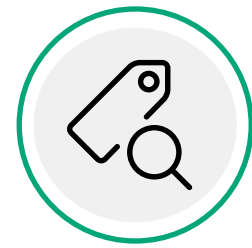
We collaborate closely with our customers to design innovative, sustainable logistics solutions that enhance their service to end consumers, support their environmental objectives, and help lower costs. Our approach often includes identifying the most sustainable methods to deliver products to consumers and to manage product returns, helping to ensure that returned goods are efficiently reintegrated into the supply chain. These enhanced logistics processes not only reduce excess manufacturing costs for our customers but also minimize their overall waste.

By enabling a circular economy, we are actively supporting efforts to reduce, repair, reuse, and recycle—creating long-term value for our customers and the planet.



[Learn more](#) about how GXO is supporting a circular economy through the principles of reduce, repair/reuse and recycle.

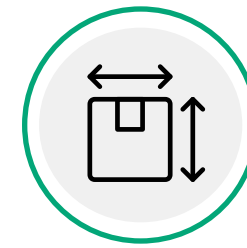
How we do it



Improved accuracy and careful treatment of products to minimize incorrect or damaged orders



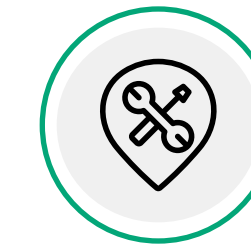
Reduced resource use through sustainable packaging



Needs for storing, staging, and shipping inventory minimized



Returns handled with maximum efficiency



Products refurbished for redistribution



Waste and returns recycled to minimize environmental impact

SPOTLIGHT

Recycling in Poland

Each year, one of our beverage customers in Poland produces hundreds of millions of liters of beer. Rather than disposing of the millions of bottles that are returned each year, GXO worked with the customer to develop a sophisticated solution for handling returned glass bottles.

Together, we sorted over 120 million reusable bottles in 2024, saving over 585,000 metric tons of new glass being turned into bottles and eliminating about 25,000 trips from the smelter to the brewery. This saved over 730 metric tons of CO₂e - the equivalent of driving approximately 1.8 million miles in a gasoline-powered car.*



SPOTLIGHT

Reducing packaging for customers

Evolving regulations from local governments have increased costs of the production, use, and disposal of packaging materials worldwide. In turn, our customers' need for innovative, sustainable solutions has grown rapidly.

GXO is ideally positioned to pilot and research solutions that meet our customers' requirements. In sites all over the world, we have introduced alternatives that have resulted in substantial reductions in costs, waste, and embodied emissions.

Cardboard reduction

By taking a fresh look at their packaging processes from start to finish, the team at GXO's Selby U.K. site in 2023 found smart ways to cut waste. Replacing 29% of cardboard shoeboxes with fully recyclable polybags helped reduce their environmental impact and deliver real cost savings for the customers. This change led to annual emissions savings of 61.2 metric tons of CO₂e, thanks to the lower embodied carbon of polybags, which use less material than the cardboard shoeboxes to provide the same product protection.



Excess pallet wrap elimination

In an effort to reduce single-use plastics, particularly shrink wrap used on shipping pallets, our warehouse in Stoke, U.K. introduced an innovative loading method that eliminates the need for excess wrapping. By interlocking the shipping cages during loading, the stock is securely positioned without the need for extra plastic. A successful trial showed no issues with stock integrity, leading to a full rollout across our customers' warehouse network. This change removes more than 4.6 tons of single-use plastic each year and reduces 11.8 metric tons of CO₂e annually from being generated as a result of avoided plastic production.

Replace paper with plastic

In support of customers' efforts to reduce the environmental impact of their packaging and enhance end-user satisfaction, GXO teams at a site in California successfully replaced virgin HDPE plastic air bubbles with a recycled paper alternative, to help cushion e-commerce orders. This change removes 141 tons of single-use plastic each year, and yields a net reduction of 164 metric tons of embodied CO₂e annually due to the lower embodied emissions of the recycled paper and avoided plastic production.



Advancing circularity in our operations

At GXO, advancing circularity within our own operations is central to how we deliver on our own sustainability strategy. From reusing surplus equipment in our operations to phasing out single-use plastic consumables at local sites, we're embedding circular principles across our operations to reduce waste, extend asset lifecycles, and drive smarter resource use.

Driving Circularity through reuse

At GXO, we're committed to embedding circularity principles into our operations and that starts with making smarter use of what we already have. When our warehouse operations change from one customer to another, we focus on reusing equipment. Team members in the U.K. & Ireland have also created a group on our digital employee hub that allows sites to post items they're looking for and items they have in surplus.

Further formalizing our approach to reuse, operations and finance team members collaborated to launch the Asset Marketplace in the Americas & Asia Pacific region in July 2024. These initiatives are key steps forward in our reuse strategy, helping us extend the lifecycle of valuable equipment and reduce waste while optimizing operational costs across sites.

The Asset Marketplace is a centralized digital app where team members can discover, request, and share surplus GXO-owned equipment, including racking, material-handling tools, and warehouse machinery equipment. This app makes it easy for our team members to find the equipment they need before placing a new purchase request.



Why it matters:

Supports reuse:

The marketplace promotes circularity by re-deploying idle assets to sites where they're needed most, reducing the demand for new purchases.

Reduces time and costs:

By shortening procurement lead times and avoiding unnecessary purchases, teams can keep projects on track and under budget. As of the first week of May 2025, the Marketplace reached \$1 million in savings.

Improves transparency:

The platform provides visibility into available assets across GXO, enabling data-driven decisions and better resource planning.

At the site level, we are gradually eliminating disposable food and drink items. Team members are encouraged to use their own mugs for coffee, and water coolers make it easy to refill reusable bottles, supporting everyday habits that reduce waste. By engaging employees in these simple practical changes, we are building a culture of sustainability in which small daily actions add up to a much larger collective impact.



Reducing our operational footprint

GXO works hard to minimize our environmental footprint while helping our customers do the same. As a result, we have made considerable progress toward our **global environmental targets**.

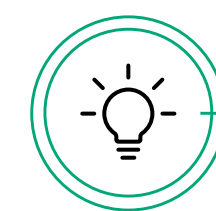
We look forward to working further with all stakeholders to reach our collective goals.

As of year end 2024, we achieved 80% of global operations utilizing LED lighting one year ahead of schedule.

In 2024, we continued to map our complete carbon footprint, including all Scope 3 categories. We are making sure that our approach aligns with numerous national and regional regulations.

We maintained our external assurance practices in 2024. Across all regions, our energy consumption, Scope 1 and 2 emissions, and total non-hazardous waste associated with operations received limited assurance from external auditors.

Progress on our environmental targets



80% global operations using LED lighting by 2025



50% renewable electricity globally by 2030



80% global landfill diversion rate by 2025



30% Scope 1 and 2 GHG emissions reduction by 2030



Carbon neutral (Scopes 1 and 2) by 2040



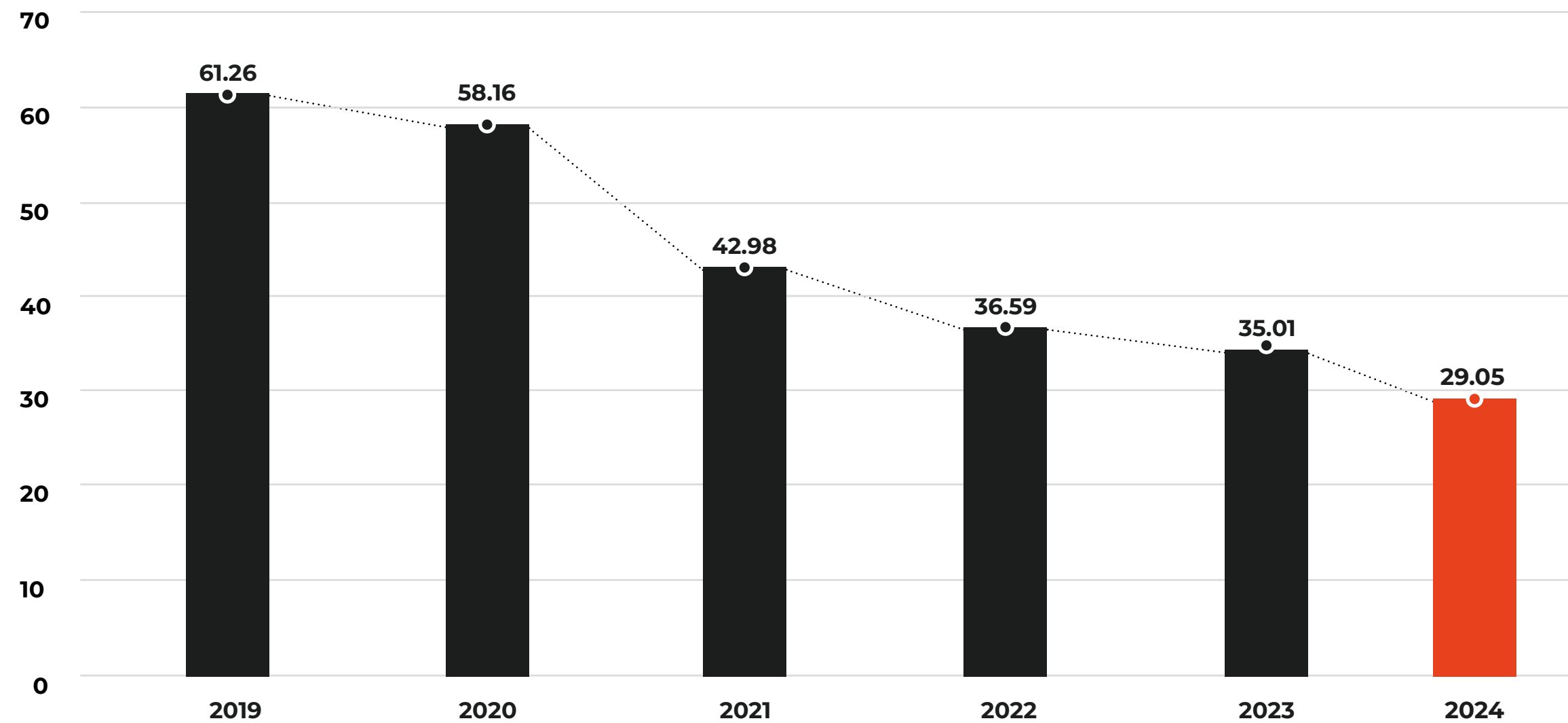
Our path to carbon reduction

To keep pace with our expanding operations, we continue efforts to lower our Scope 1 and 2 greenhouse gas (GHG) emissions by adopting building efficiency solutions, LED lighting, efficient and electrified powered industrial trucks (PITs), and more sustainable fleet transportation options.

In 2024, our emissions intensity by revenue decreased 12% compared to 2023, continuing its downward trend since 2019. We have decreased our absolute global Scope 1 and 2 emissions by 21%, or approximately 76,542 metric tons of CO₂e, from our 2019 baseline year—equivalent to taking more than 17,850 gas-powered passenger vehicles off the road for a year.*

Global emissions intensity by revenue

Metric tons Scope 1 & 2 CO₂e per million USD revenue

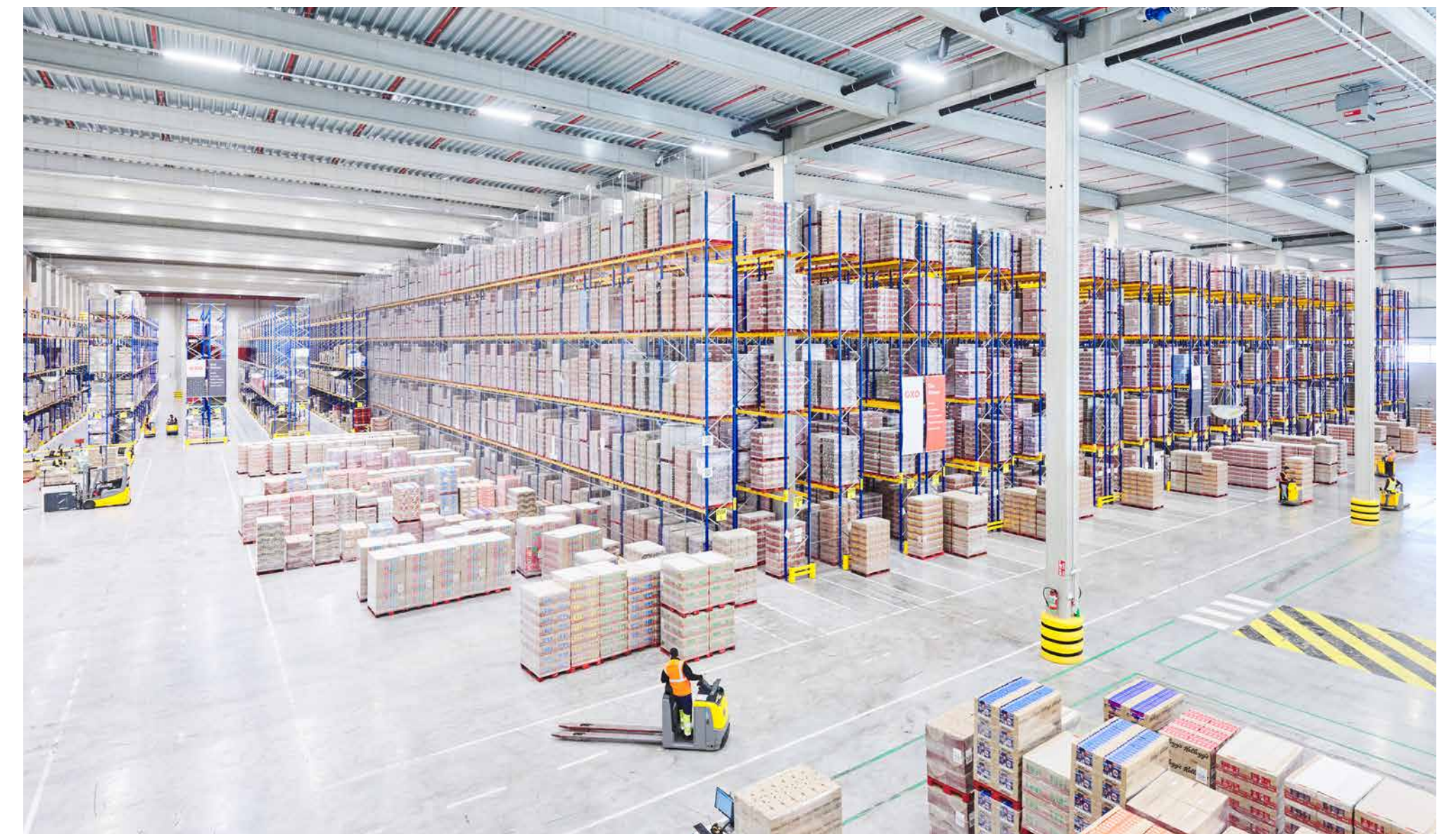


SPOTLIGHT

GXO wins “Logistics Building of the Year” in Belgium

GXO is proud to have won the Logistics Building of the Year title at the 2025 Transport & Logistics Awards for our innovative warehouse in Mechelen, Belgium.

Achieving the BREEAM Excellent certification, this CO₂-neutral warehouse stands as a testament to GXO’s commitment to sustainability, offering an energy-efficient, future-proof working environment. The design focuses on energy efficiency and sustainability, ensuring that it is ready to meet the challenges of tomorrow’s logistics needs.





Energy efficiency

In 2024, one year ahead of schedule, we successfully surpassed our target of having at least 80% of GXO warehouses equipped with energy-efficient LED lighting. This milestone was achieved through a combination of retrofitting existing facilities and strategically leasing buildings that were already outfitted with LED systems.

In addition to our lighting upgrades, we continue to lead the way in sustainable operations by implementing a range of low-carbon energy solutions across our warehouses. These include solar photovoltaic systems, sensor-driven LED lighting, heat pumps, voltage reduction technologies, and water-efficient fixtures, all of which contribute to our ongoing commitment to reducing our environmental impact.

GXO is also focused on using energy-efficient, low-carbon equipment in our operations. Our forklifts and other PITs run on a spectrum of fuels, from liquid propane to electrified lead acid and lithium ion

batteries. Charging infrastructure can also help reduce energy consumption. At our sites in Mexico, GXO has converted 53% of PIT chargers from convention chargers to fast chargers. These fast chargers reduce electricity consumption by eliminating the need for overcharging. In Italy, we continue our transition from lead acid battery forklifts to the latest lithium ion battery technology. Since 2022, GXO has nearly doubled the number of lithium ion forklifts in use in Italy, which now represent 60% of the fleet. We are also exploring electrifying larger equipment, such as the PITs needed to move shipping containers around in the yard outside of the warehouse. At one of our U.S. sites, we used an electric yard truck for 1,000 hours in 2024. Switching from diesel to electric for this duration can save up to 15 metric tons of CO₂e.

Renewable and energy-efficient systems provide wins across the board, providing the opportunity to reduce costs and carbon emissions at our sites.

In buildings we own and lease, we promote environmental sustainability and energy efficiency through the following features:

High-efficiency water fixtures that help reduce consumption and associated energy use. To further reduce freshwater use, some GXO sites collect rainwater.

Reflective window films that help lower ambient temperatures and reduce the need for air conditioning.

High-volume low-speed fans, which move air more efficiently than air conditioners.

Voltage reduction systems, which return unused power to the source and lower overall energy consumption.

LED sensors that turn lights off in unoccupied areas or when natural lighting will suffice.

Native landscaping to support local vegetation and pollinators while also helping to manage water use.

Vehicle wash facilities equipped with reciprocal systems to filter discharge contaminants and capture wash water for reuse.

SPOTLIGHT

Building management energy-saving system in France

At our Saint-Vulbas site in France, we manage environmentally sensitive medical devices that require strict temperature regulations to ensure product integrity. The facility includes two temperature-controlled rooms maintained at 15–25°C, supported by rooftop cooling systems that help stabilize internal conditions. It also houses four cold rooms set at 2–8°C and one at 10–15°C.

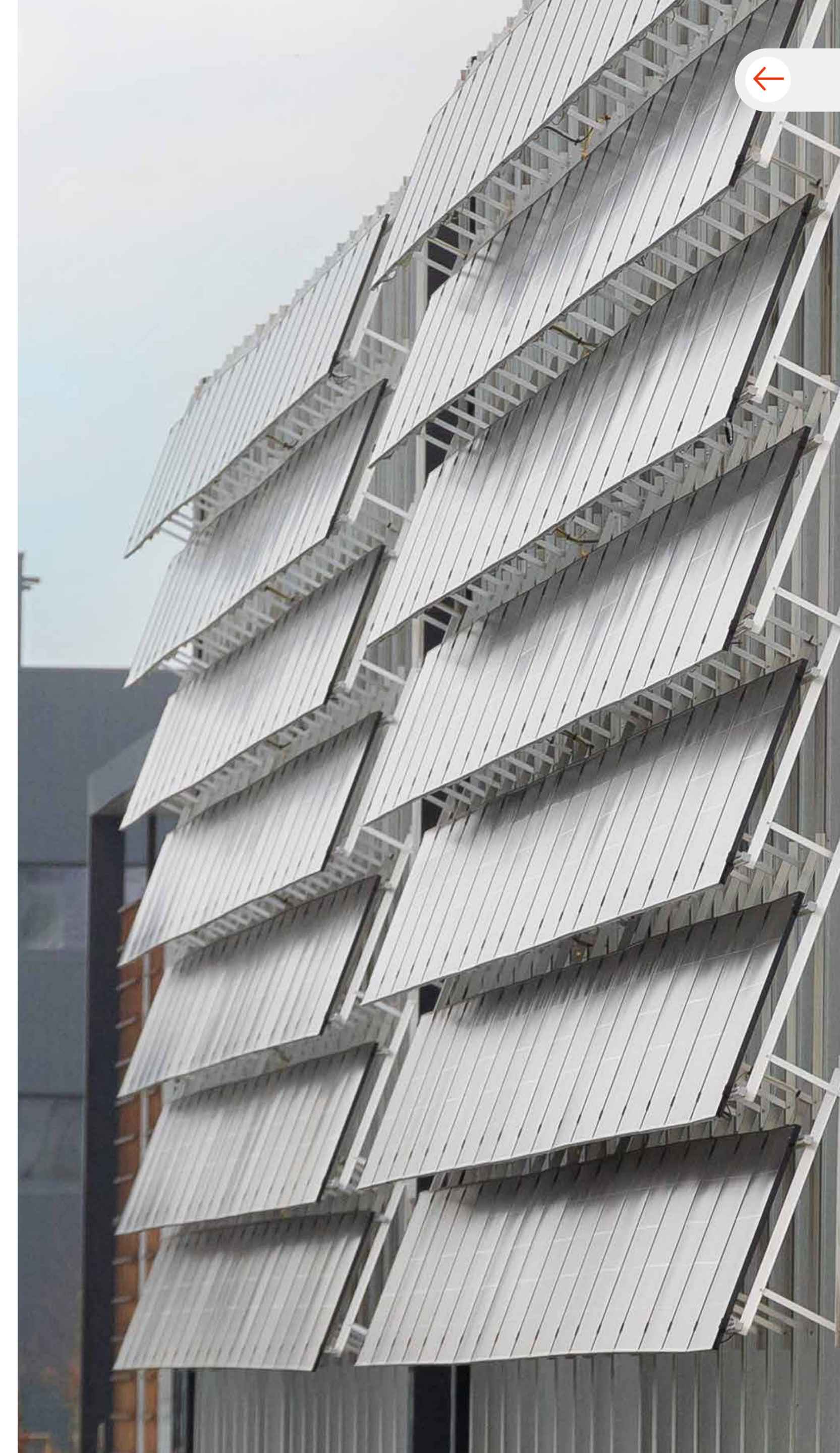


Maintaining these tightly controlled environments requires significant energy input, resulting in elevated operational costs. To help manage these costs and reduce environmental impact, several energy-efficiency measures are being implemented. In 2024, two rooftop HVAC systems were replaced, and a building management system was installed, with the goal of reducing energy consumption by 5%. Additionally, energy-saving LED re-lamping initiatives are in progress, with plans to install LED lighting throughout the building during 2025.

Renewables

To complement our global energy-reduction efforts, we increasingly procure energy from renewable sources. GXO obtained nearly 20% of our global electricity from renewable sources in 2024. Our Spain facilities operate on 100% renewable electricity generated by on-site solar panels and renewable energy from the grid. One of our warehouses in Singapore now hosts a ~1.5 MW rooftop solar array, and in the United States, we're also adding to our solar portfolio. Three new projects were approved in 2024, with a combined capacity of over 3.4 MW. One of these projects, at our warehouse in Georgia, is currently under construction and is expected to begin generating up to 2.15 MW of solar electricity in the second half of 2025.

Currently, we are exploring optimal avenues for renewable electricity use at sites where we manage utility contracts. We partner with our customers to source renewable grid energy, and we work with landlords and other stakeholders to select on-site generation solutions. Installing solar panels across our warehouses, for example, benefits landlords by increasing the value of the properties while supporting our larger emissions reduction strategy and often resulting in energy and cost savings.

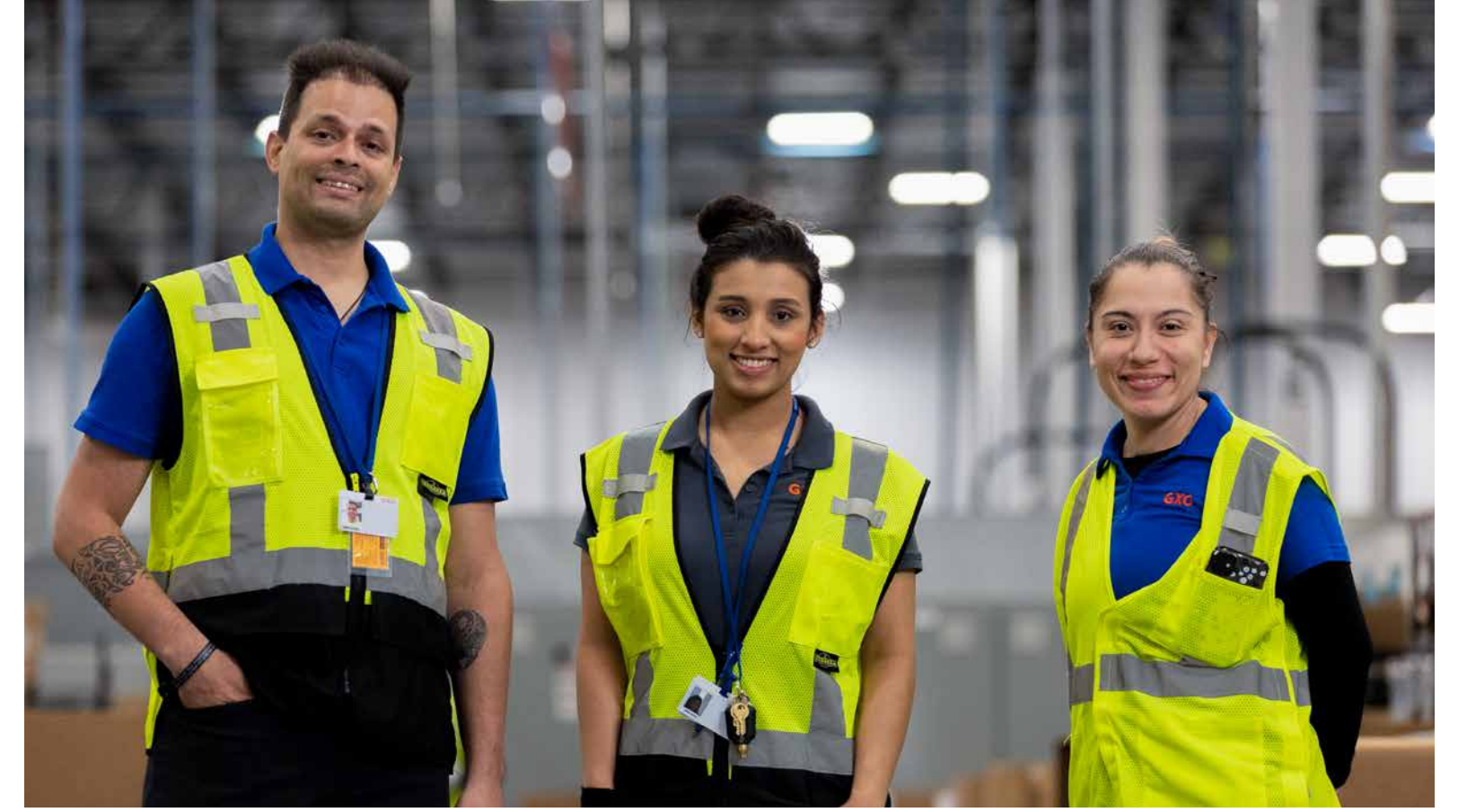


Managing environmental performance

Across our global facilities, we rely on high-performing environmental management systems to help achieve our sustainability goals. By aligning all operational policies and procedures with ISO 14001 standards, we put forth a unified strategy that adheres to environmental regulations and evolving customer expectations.

In addition to reducing our environmental impact, our commitment to consistency enhances environmental accountability and compliance across GXO sites. Through internal and external audits, we reinforce our adherence to these standards to maintain our own high environmental stewardship benchmarks.

Many GXO sites are ISO 14001 certified, including 16 sites that earned accreditation in 2024. This framework guides us, even in non-certified sites, in upholding strong environmental management protocols.



SPOTLIGHT

Implementing the Sustainability 7

In 2024, we established a refreshed baseline for environmental sustainability performance and operational practices across our warehouses. GXO has launched the Sustainability 7, a set of seven core actions designed to be integrated into all new building startups within the Americas and Asia-Pacific region. GXO is also using the Sustainability 7 to assess current operations in order to establish a common approach to environmental sustainability in the region. The seven actions include:

- 1) **Installing LED lighting systems** to improve energy efficiency within warehouse operations.
- 2) **Implementing centralized utility contracts** to ensure consistent tracking of electricity, natural gas, and water usage.
- 3) **Partnering with centralized waste providers** for the management of general waste, recyclables, and hazardous materials.
- 4) **Opting into regional fuel supply partnerships** to ensure consistent tracking of liquid fuels for diesel generators and vehicle fleets, as applicable.

- 5) **Introducing on-site recycling systems**, such as balers, composters, and designated bins, for cardboard, plastic, and pallet waste.
- 6) **Phasing out single-use plastics** including items like utensils and water bottles in kitchens and common areas.
- 7) **Appointing a sustainability lead** to serve as the key liaison between each site and the regional environmental sustainability manager.

Many sites already go above and beyond the Sustainability 7, collaborating with customers on product lifecycle management, recycling programs, installing electric vehicle (EV) chargers for passenger vehicles, and other sustainable infrastructure improvements.

SPOTLIGHT

Expanded environmental compliance and sustainability training for supervisors in Americas and Asia Pacific

A mandatory supervisor training program was launched in the Americas and Asia-Pacific, ensuring that all new supervisors complete digital training on environmental compliance and sustainability program management. The training covered key topics, such as hazardous materials transportation, stormwater and waste management, and an introduction to sustainability and ESG topics.



Fleet and transportation

While warehousing logistics remains GXO's primary service offering, we also maintain trucking fleets in regions that allow us to complement storage with shipping. Because these fleets produce the majority of GXO's Scope 1 GHG emissions, they present significant opportunities to reduce our environmental impact.

We actively look for new approaches to more sustainable trucking, from performance tracking to modified vehicle types and alternative fuel sources. Our pursuit of the best available technologies that meet our customer and safety needs has led us to take meaningful steps toward decarbonization.

The suitability of each solution largely depends on specific customer transport network routes, their proximity to refueling stations, and repair/maintenance depots.

Across our dedicated fleet, GXO operates vehicles that run on traditional fuels, such as gasoline and diesel, as well as a growing number of vehicles powered by alternative fuels, such as liquid natural gas (LNG), compressed natural gas (CNG), biodiesel, and hydrogenated vegetable oil (HVO). We also operate several electric vehicle (EV) tractors in the United States, the United Kingdom, and France. We are also investigating other options to reduce our GHG emissions and fossil fuel consumption, including the following:

- Incorporating fuel-efficient driving techniques into our driver training program
- Deploying mechanisms to enforce anti-idling rules and track fuel efficiency
- Purchasing more aerodynamic vehicles for better fuel efficiency
- Leveraging AI tools to map out more efficient routes

Reducing and diverting waste

Across our global operations, GXO's waste diversion programs continue to achieve high levels of success. In 2024, our global programs diverted 77% of total waste generated from landfills. In the U.K. & Ireland and Europe, we diverted approximately 88% of waste, while the Americas and Asia-Pacific region achieved a diversion rate of nearly 48%, an increase from 2023.

77%

Globally

48%

Americas and Asia Pacific

88%

U.K. & Ireland and Europe

Regional variations in waste management practices arise due to differences in operational scale, waste streams, and available resources. To address these variations, waste service providers collaborate closely with individual sites to develop tailored segregation strategies that optimize recycling outcomes and maximize rebate potential. Across all GXO locations, we remain committed to advancing toward a zero-waste future by adhering to the principles of the waste hierarchy: reduce, reuse, and recycle.

Nature and biodiversity

Although biodiversity has not surfaced as a material topic for GXO, we are motivated by our values to protect natural resources and enhance biodiversity. In urban and rural locations alike, we seek out new ways to enliven local habitats and the many species that call them home. This is another example of how GXO does business the right way.

Thanks to customer collaborations and the enthusiasm of employee volunteers, we contribute to the health of nearby ecosystems in various ways. Example initiatives include using sheep to naturally landscape our grounds, insect hotels, green walls, birdhouses, and beehives. Team members also take part in beach cleaning projects and tree planting efforts.

Where possible, we adopt an approach to landscaping around our facilities that strengthens local ecosystems, reducing the need for irrigation in dry regions and helping to control invasive species.



Social

Changing the game
for our people and
communities



With more than 150,000 team members globally, our dedication to being an employer of choice has never been stronger. This commitment shapes every aspect of our talent strategy, from professional development and career progression to fostering a culture that prioritizes safety and belonging.

We remain focused on continuous improvement and are investing in the partnerships, technologies, and programs that enable a thriving work environment. By doing so, we empower our team members to realize their full potential and make a meaningful impact within our organization, for our customers, and in the broader communities where we operate.

Our efforts are illustrated in the highlights below:

202	202 sites in the Americas and Asia Pacific operations recorded as being incident-free
338	338 sites in the U.K. & Ireland and Europe operations that were lost-time incident-free
13%	13% decrease in total recordable incident rate (TRIR) in the Americas and Asia Pacific from 2023
9%	9% decrease in lost-time incident rate (LTIR) in U.K. & Ireland and Europe from 2023
1.1M	Provided over 1.1 million hours of development and education to employees

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Our social goals impact the United Nations Sustainable Development Goals. To see a detailed list of how our business operations align with the SDG target indicators, please see our UN SDG index.

[View the index](#)





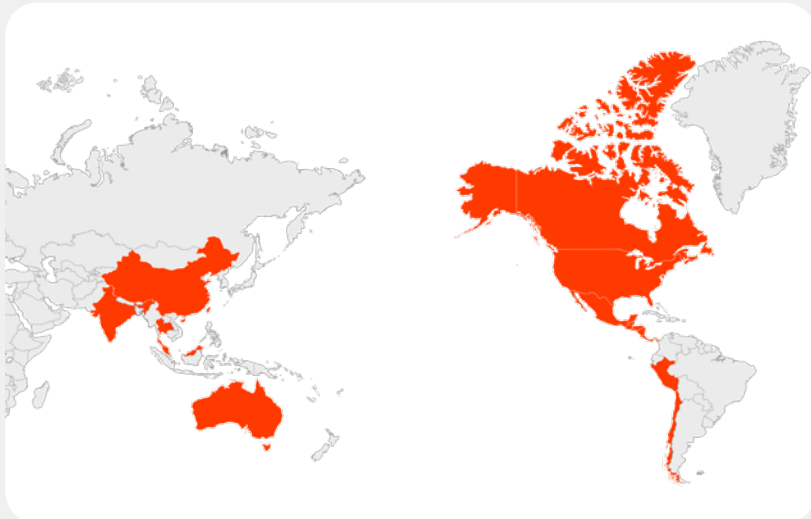
Putting safety first

The first of GXO's company values reads, "Be safe." Beyond our paramount goal of keeping a physically secure, accident-free workplace, we prioritize employee safety by supporting their physical and mental well-being. It remains a point of pride that team members can excel at their jobs and leave work as healthy as when they arrived.

At GXO, we track a wide range of health and safety metrics with the goal of being best in class and consistently outperforming industry benchmarks. Given that health and safety regulations and definitions of recordable injuries vary by jurisdiction, we report our metrics on a regional rather than a global basis. Through our ESG Scorecard, we monitor progress toward region-specific targets, ensuring that our approach reflects local standards while driving continuous improvement and accountability across our operations.



Progress on our health and safety targets



TARGET

In our Americas and Asia-Pacific operations, reduce TRIR by 15% by 2024 vs. 2022 baseline

2024

1.01

Total Recordable Incident Rate

38%

reduction from 2022



TARGET

In our U.K. & Ireland and European operations, reduce LTIR by 15% by 2027 vs. 2022 baseline

2024

1.94

Lost Time Incident Rate

19%

reduction from 2022

In 2024, our Americas and Asia Pacific operations recorded

202 sites

as being **recordable incident-free.**

Also in 2024, U.K. & Ireland and Europe operations recorded

338 sites

that were **lost-time incident-free.**

GXO’s approach to health and safety is grounded in a commitment to continuous improvement across workplace policies, auditing, oversight, and training. Dedicated health and safety leads are pivotal in advancing health and safety programs within their respective regions, ensuring that local regulations and specific workplace needs are addressed. These leaders help champion the company-wide commitment to employee well-being and safe work practices. Their efforts are supported by robust reporting systems and a culture of accountability, engaging all GXO team members in upholding the highest safety standards.

GXO has further strengthened its governance processes to promote a safer workplace by expanding the use and application of safety-related data. Operational leadership reviews this data monthly through multiple channels, fostering collaboration with health and safety teams and yielding measurable results. This enhanced data-driven approach supports more informed decision-making, enabling us to proactively identify risks, refine safety protocols, and continuously improve overall safety performance.

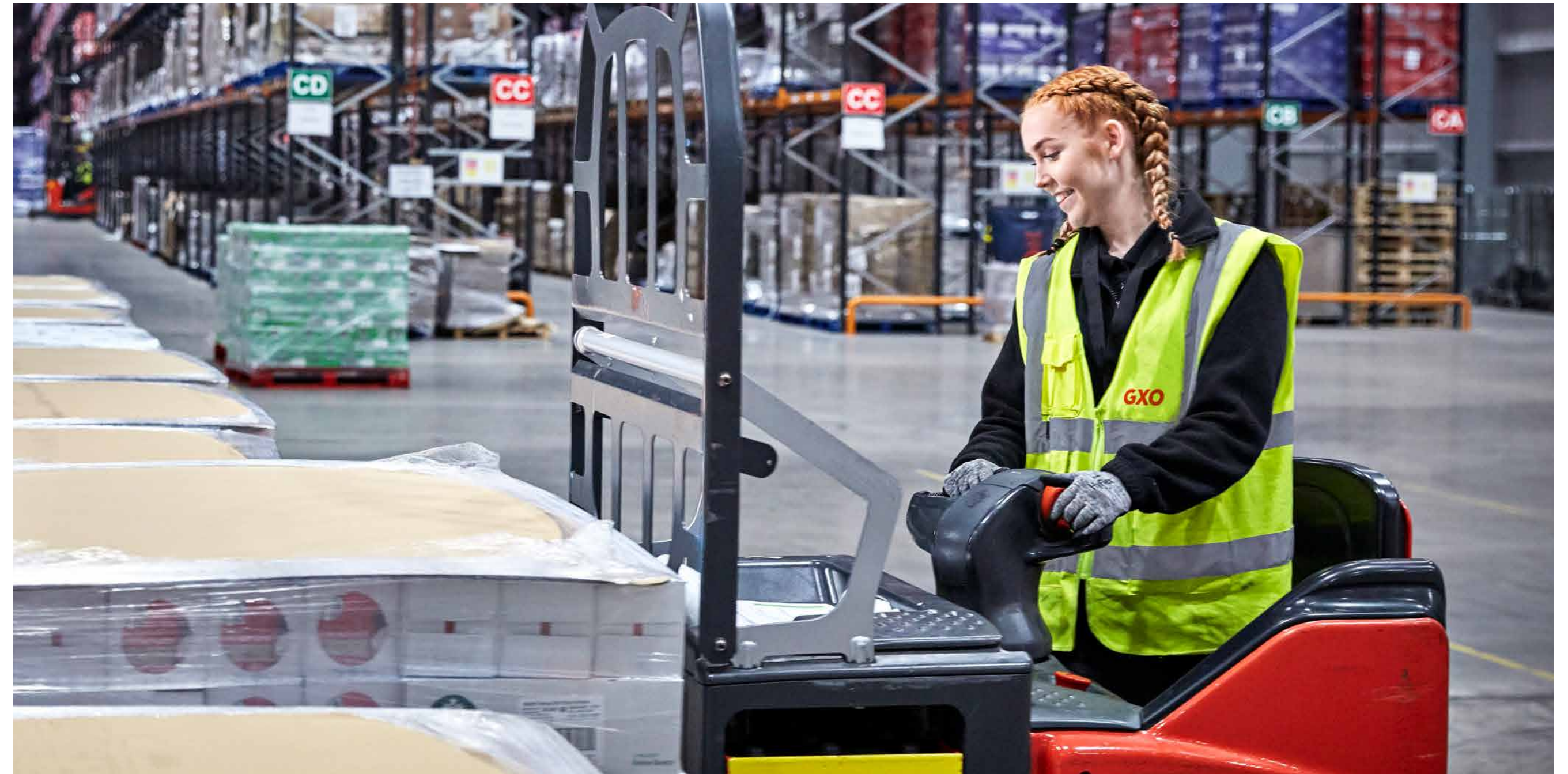
Use of leading indicators

In 2024, we formalized the collection and use of our positive health and safety metrics referred to as leading indicators. These proactive measures assess potential future risks, enabling us to identify and address safety concerns with warehouse leadership before they escalate.

SPOTLIGHT

Enhancing strategy through data-driven expertise

In the U.K. & Ireland and Europe, our Health & Safety Preventability Panel is a key driver of our “Road to Zero” strategy, which aims to eliminate or minimize occupational injuries and illnesses. Focused on using data to shape safety strategy and program development, this panel, composed of internal and external subject matter experts, met bimonthly in 2024 to advise leadership on opportunities to enhance health and safety practices. By challenging existing approaches and encouraging continuous improvement, the panel helps us remain agile and responsive as we strengthen our safety measures in the face of evolving demands across the logistics industry.





SPOTLIGHT

Strong governance drives safety successes

In the U.K. & Ireland and Europe, we've implemented a new regional governance model to fully integrate and operationalize our quality, environment, safety, sustainability, security, and health framework. This approach has effectively aligned risk management functions across teams and regions, fostering collaboration and ensuring the consistent application of best practices.

In the Americas and Asia-Pacific region, GXO's Environmental, Health and Safety leadership conducts monthly operating reviews, where each division reports on key safety metrics and evaluates site performance. These reviews help identify sites that need additional support based on a composite safety score that integrates leading safety indicators, allowing us to allocate resources where they're most needed. By leveraging real-time insights, we're able to maintain a dynamic and responsive approach to health and safety, ensuring that our strategies evolve with the changing needs of our sites.

As a result, we've already seen measurable improvements and notable program advancements across our global operations, including:

- Safety benchmarks incorporated into leadership performance goals
- Enhanced alignment of training and performance standards for full- and part-time employees
- Comprehensive analysis of workstation ergonomics
- New automation and AI technologies deployed to improve operational efficiency and safety

GXO's health and safety policies are based on globally recognized standards, with all sites undergoing regular internal audits. Currently, 92 of our sites are ISO 45001-certified.

GXO's health and safety leaders continue to collaborate on global and regional policies to ensure alignment with company-wide objectives while adapting to the specific needs of each site, reinforcing our commitment to continuous improvement.



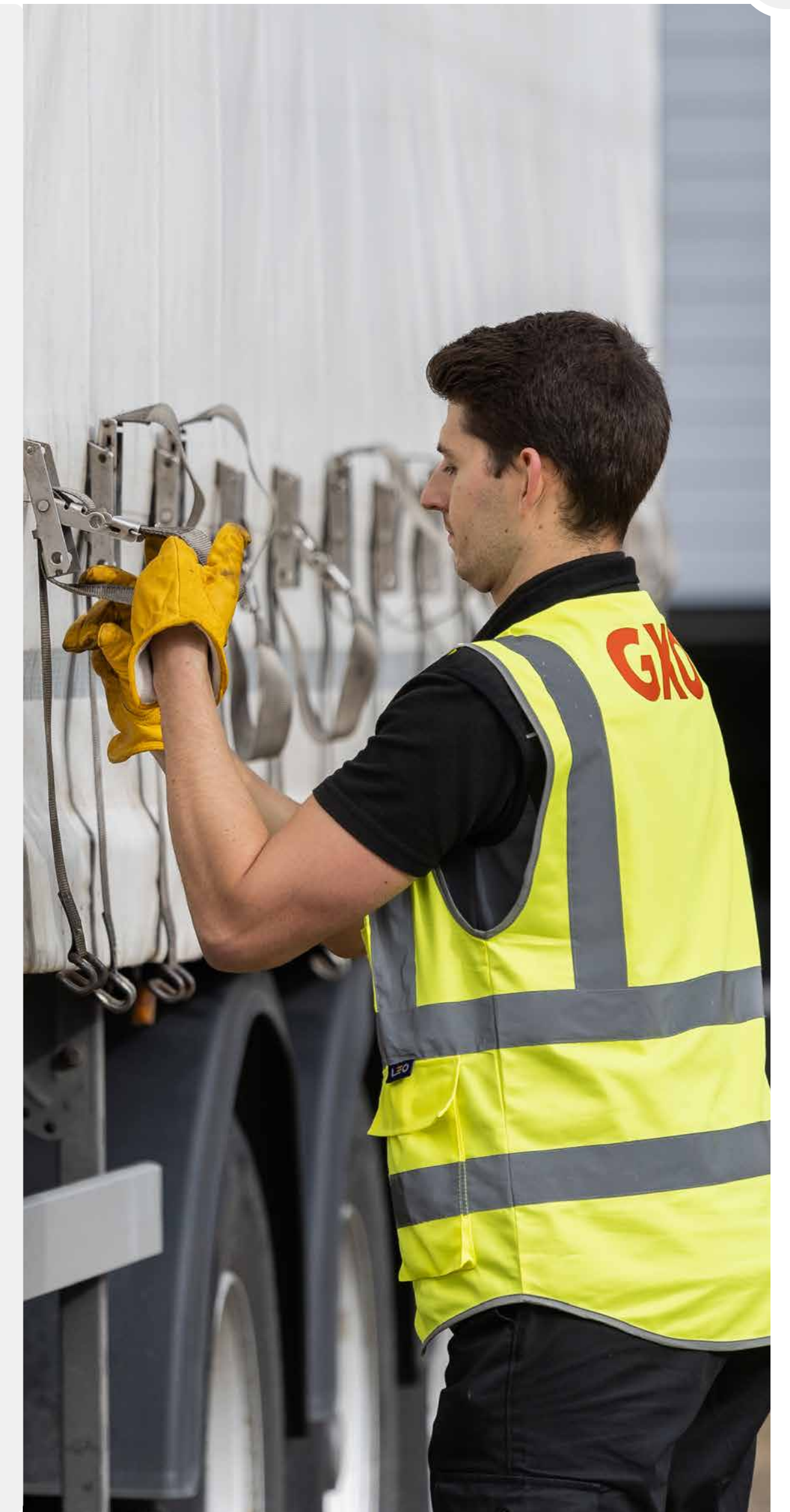
A recognized safety leader



In 2024, GXO's Columbus, Ohio, facility received the **Whirlpool Supply Chain Supplier Award for Safety & Quality** for reaching 1,000 days of operations without any accidents, a milestone that demonstrates GXO's astounding efforts to meet exemplary safety and quality standards.

Six GXO facilities in North Carolina received **gold-level recognition from the North Carolina Department of Labor for Health and Safety performance** in 2024. This award recognizes facilities that maintain an incidence rate of at least 50% below the industry average and reported zero fatalities in the reporting year.

74 sites in the U.K. received **accreditation from the Royal Society for Prevention of Accidents.**





Road to Zero

GXO's Road to Zero initiative is our company-wide pursuit of zero occupational injuries and illnesses, building the right safety culture and adopting a safety-first mindset. We take a continuous improvement approach to the program and regularly adjust tactics to expand the program's reach while reinforcing mechanisms for compliance, accuracy, and transparency, allowing us to better protect all colleagues.

In 2024, the Americas and Asia-Pacific region introduced new approaches to training and safety education. A multi-site trial leveraged our existing digital training platform to deliver and evaluate the effectiveness of new safety modules. For our focus sites – locations that needed to improve their safety performance – we provided additional resources. As a result of our investments, these focus sites improved their overall performance scores by an average of 63%. Meanwhile, in the U.K. & Ireland and Europe, a new approach to safety leadership has been successfully initiated in close consultation with management, talent development, and behavioral training experts, supporting safety training in the local language.

This addresses local risk and compliance requirements and continuously improves workplace safety.

Consequently, our Road to Zero program made a measurable impact by embedding a more proactive and standardized approach to safety. The introduction of leading indicators has enabled the earlier identification of potential risks, while a focused effort on key sites ensures that resources and attention are directed where they are most needed. A set of clearly defined safety “non-negotiables” now provides a consistent, regulated baseline for behavior and operations across all sites. Most importantly though, it continues to engage colleagues at every level, capturing hearts and minds to foster a culture of personal accountability and shared commitment to safety.

The Road to Zero exemplifies a continued focus on our workplace culture, creating an environment where every team member, no matter their job, feels empowered to ensure their own safety and the safety of others.

Measuring success

Road to Zero improvements and activities brought measurable improvements to GXO facilities around the world in 2024.

U.K. & Ireland and Europe highlights:

19% reduction in LTIR since 2022

60 sites with more than 1,000 days since their most recent lost-time incident

Americas and Asia Pacific highlights:

38% reduction in TRIR since 2022

45 sites with more than 1,000 days since their most recent recordable incident

*As of data collected through 12/31/2024.

SPOTLIGHT

How GXO is bringing the Road to Zero to life and ensuring the health and safety of all team members



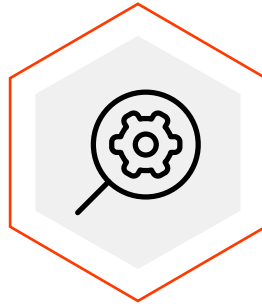
Management and employee engagement

Integrating workplace safety into the culture of GXO creates sustainable safety improvements while fostering accountability toward one another.



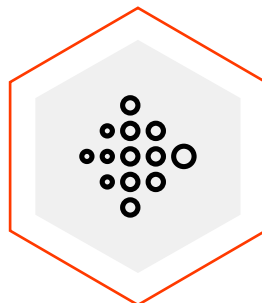
Training and development

Colleagues share and adopt best practices and learn to use new technologies through a combination of digital and onsite training.



Inspections and audits

To maintain safe and efficient performance, GXO facilities undergo robust audits in compliance with international standards.



Use of automation and digital technologies

Both emerging and established technologies contribute to a safer workplace and a more accurate, consistent monitoring of safety indicators.



External accreditations

To ensure compliance with international standards, select sites undergo external audits to pursue ISO 9001 and ISO 45001 accreditation.

SPOTLIGHT

Embracing automation for risk mitigation

Automated technologies have enhanced performance consistency in GXO warehouses and fulfillment centers while creating a safer environment for team members.

We're implementing advanced technologies like robotics, cobots, vacuum lifts, automated packaging and labeling, vertical storage, lift tables, gravity-fed conveyance and wire guidance for material handling vehicles and equipment.

Two technologies in particular demonstrate how our automation supports GXO's Road to Zero commitment:

We worked with Dexory to develop their inventory robots to handle nightly inventory verification at the pallet or case level. In the process of trialing these robots, we quickly identified a secondary function: photographing and cataloging any disruptions, like spills, falls, or obstacles. This provides our service teams with an accurate, real-time list of issues anywhere in the warehouse. We are collaborating with Dexory to further develop these capabilities and aim to support proactive equipment maintenance.



The Intelligent Box Opening Device (CASi-IBOD) automates the process of opening new cases of inventory, which speeds up the process of making merchandise "pick ready," or available for fulfillment.

By replacing a traditional box cutter, the CASi-IBOD speeds up processing and reduces the risk of injuries.

Fleet and transportation

We operate a dedicated fleet of vehicles to carry our customers' goods from our warehouses to their intended destinations. As part of our ongoing commitment to promote fleet safety, we have introduced numerous programs, including driver training. Safety committees continued expanding the use of cameras and telematics for increased visibility and coaching.



The power of employee input

Employee engagement plays a vital role in shaping our health and safety practices at GXO. The insights, feedback, and firsthand experiences of our team members are essential to driving continuous improvement and maintaining high safety standards. While top-down governance of safety is crucial, we recognize that a bottom-up approach is equally important for ensuring comprehensive safety at all levels. Through a bottom-up approach, we ensure that performance is informed by those closest to the work, fostering a culture of accountability. In this environment, every colleague feels empowered to raise concerns, report incidents, and actively contribute to safety-related discussions.

The bottom-up approach is further strengthened by our investment in local emergency response teams (ERTs), which have proven highly effective in enhancing workplace safety. Every GXO site is equipped with these teams, providing immediate access to first aid, CPR, and automated external defibrillators (AED) during safety incidents. Beyond these critical interventions, responders are thoroughly trained in emergency evacuation procedures, shelter-in-place protocols, and standard emergency care practices to ensure a rapid and effective response to an emergency situation.

Safety committees or safety leads at each GXO location create a space where employees can voice concerns or new ideas. We also seek out team members' input through feedback cards, regularly

scheduled engagement surveys, peer observations, and daily pre-shift meetings.



Through our data collection process, safety committees and team leads are able to monitor leading indicators such as the number of safe or at-risk behaviors observed. Tracking these indicators in real time enables proactive discussions among team leads and employees to address emerging safety trends. Site leadership is responsible for ensuring that safety committees are established and meet regularly to guide these efforts. Leadership engagement and support for local safety programs also function as key leading indicators. To encourage broad participation, we recognize and reward employees who actively contribute to their site's safety initiatives.

Breaking down silos to promote Safety

The safety of our team members is everyone’s role, so in 2024 GXO began formalizing interdepartmental collaboration as part of the Road to Zero program.

In the U.S., GXO hosted its first regional Safety and Sustainability summit focused on our operations in Southern California. Warehouse leaders came together with the Americas and Asia-Pacific legal and environmental, health, and safety teams for two days of intensive learning and information exchange. The summit covered compliance issues, safety and sustainability, job hazard analyses, worker compensation rules, and other timely topics. The summit enhanced cross-team collaboration and deepened understanding of compliance and safety protocols. The participants gained practical insights to overcome challenges and learned best practices that could be taken back and deployed at their respective worksites. Another regional summit was held in Pennsylvania in early 2025, and we hope to keep the trend this year and beyond.

In the U.K. & Ireland and Europe, regional safety, security, and learning and development teams came together in February for two days to conduct situational safety training and safety risk mitigation exercises. In these experiential learning activities, teams developed new and better communication and training techniques that benefit workplace safety measures, management and employee safety behavior, and job safety satisfaction. This training also facilitated greater cultural understanding in order to develop and improve safety engagement techniques between management and employees.



Supporting and developing our people

At GXO, we recognize that our operations and organizational success are driven by the talent and engagement of our workforce. Central to this is our ongoing commitment to being an employer of choice.

Facing greater competition around hiring and retention, we recognize that we must lead the industry in numerous categories, including our benefits packages, compensation plans, and learning and development programs. We must do all of this while sustaining a merit-driven culture with advancement opportunities for everyone.

Many people come to GXO in pursuit of challenging and rewarding long-term careers. As soon as they start, they have countless options to realize their potential. GXO University exemplifies our dedication to helping our workforce advance at every career stage. With a mindset of continuous improvement, our talent and learning team reviews the effectiveness of our programming against employee promotability, quality of job placement, and similar indicators.

In 2024, we advanced our efforts to provide a clear rewarding career path for all employees through added investments in digital technology, the expansion of GXO University, and partnerships targeting employee progression.

SPOTLIGHT

GXO's Director's Academy

In 2024, we launched the Director's Academy, an inaugural program aimed at developing future leaders at GXO.

Through this program, 20 team members from regions around the world received specialized training to prepare them for future leadership roles within the company. Participants engaged in in-person, multi-day modules that provided extensive training and valuable networking opportunities with executive leadership.

The Director's Academy Pilot Program has proven to be a success. Post-program evaluations revealed that managers observed enhanced leadership competencies in their direct reports, while participants reported significant improvements in key areas of professional development.

Managers will use this feedback as the foundation for ongoing development plans, ensuring continued growth and progression for their team members.



GXO aims to provide learning and development initiatives for colleagues across all levels of the organization to drive outstanding individual and team performance. We continue to develop tailored training activities to ensure that colleagues have the necessary knowledge, skills, and behaviors to succeed effectively.

SPOTLIGHT

AI in learning and development

Artificial intelligence (AI) is transforming the way we live, work, and learn.

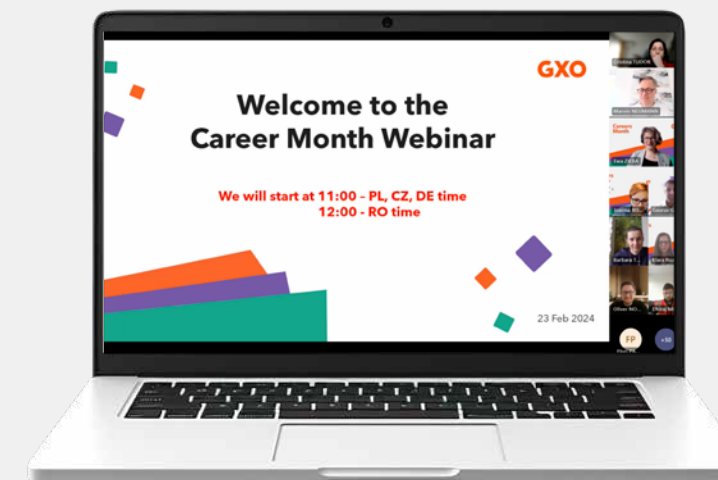
At GXO, we are harnessing the power of technology to educate and empower our workforce, ensuring that we continue to meet our customers' needs in an ever-evolving industry.

AI-driven platforms allow us to tailor learning experiences to individual needs, preferences, and skill levels. This approach ensures that employees receive the most relevant training and development opportunities.

In 2024, we deployed Walk Me, an AI platform that allows us to provide individualized guidance to complete critical career growth tasks, guiding our colleagues toward meaningful career development outcomes; it has been a huge success. Over 31,000 employees now have access to the tool, with 97% of these users actively engaged in these AI-enabled opportunities.

We continue to utilize additional AI tools to create new learning content, specifically for voiceovers and translation.

SPOTLIGHT



Careers Month

Building on the overwhelming success of GXO Careers Week held in July 2023, we extended the event to span the entire month of February in 2024. Over the course of four weeks, hundreds of site-based activities transpired, and leaders in our European team hosted a webinar, open to all team members, focused on sharing career insights. GXO also saw a 30% increase in career development plans at GXO University after the month closed.

Furthermore, Careers Month supports our potential and succession management processes by ensuring that employees enter their career profiles and preferences to support career mobility, a key source of pride for colleagues at GXO.

GXO employees could also access a Careers Month website to find the resources they need to enhance their skills.

SPOTLIGHT

Apprenticeships abound in the U.K.

At GXO, apprenticeships play a key role in building a skilled, future-ready workforce. In 2024, over 1,400 apprentices across the U.K. advanced their careers in our warehouses and offices. More than 400 successfully completed their programs, including two prison apprentices who remained employed upon release.

Our flagship Supply Chain Leadership degree apprenticeship with Sheffield Hallam University now includes over 120 participants. It offers school leavers and employees the opportunity to earn a fully funded Bachelor of Arts with Honors while rotating through

different business areas. We also launched the U.K.'s first robotics engineering degree apprenticeship in partnership with Cranfield University.

As proud members of the 5% Club, GXO remains committed to having at least 5% of our workforce in "earn and learn" roles and achieving a Top 40 ranking in the U.K.'s Top 100 Apprenticeship Employers. Through levy transfers, we've extended apprenticeship funding to charities supporting healthcare, children, animal welfare, and mental health.



Throughout 2024, we continued to develop GXO University, which embodies our company-wide commitment to elevating employee performance and enabling career advancement. Employees across the company have opportunities to expand their knowledge, hone their skills, and plan for strategic career growth through a comprehensive learning platform. We prefer to promote from within where possible, providing clear pathways for our game changers from hire to retire.

GXO's talent programs are designed to cultivate the next generation of professionals by offering numerous opportunities for career development. These programs align with the company's commitment to fostering a culture of learning and growth while offering colleagues hands-on experience within the transport and logistics sector. By investing in talent development, GXO not only enhances its workforce but also contributes to the long-term success and innovation of the logistics industry.

Total learning hours
over 1.1 million



Average learning hours per employee
13 hours



GXO University offers five colleges dedicated to different stages of career training and advancement. Employees select a college based on their experiences and goals. They can then enroll in virtual or classroom-based courses for maximum flexibility.

Launch at GXO

Launch at GXO helps employees start strong by providing the tools and resources they need to master new roles and processes. The program supports new hires, employees expanding their job responsibilities, and individuals joining through acquisitions.

In 2024, 85% of new employees with network access completed a new hire orientation through GXO University within their first 90 days.

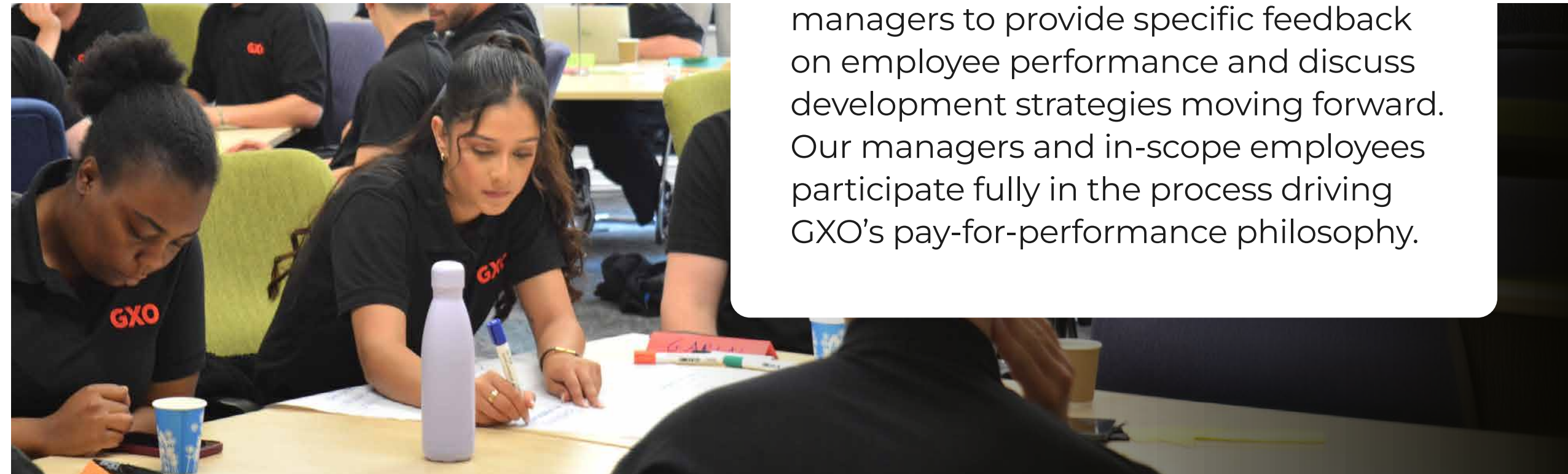
In 2024, our teams upskilled over 100 new light goods vehicle drivers through the GXO Driver Academy, achieving an industry-leading first-time pass rate of 89%.

Further, we created and delivered the new GXO Manual Handling Instructor training program, which has retained revenue within GXO and delivered more job-specific training to employees. Launch at GXO also added a new program that helps ensure that individuals with disabilities have access to material handling equipment job roles.

Succeed at GXO

Employees on the Succeed at GXO platform have access to tools and training that help them enhance their performance, excel in their roles, and meet GXO training requirements, including our Annual Compliance Education program. Our employee satisfaction scores for this program typically approach an industry-leading 80%.

We also expanded the platform's course catalog. It now houses over 35,000 offerings, including nearly 1,000 new materials. In all, the number of courses accessed through Succeed at GXO in 2024 grew by 139% year-over-year, and over 70% of those courses were completed by year's end.

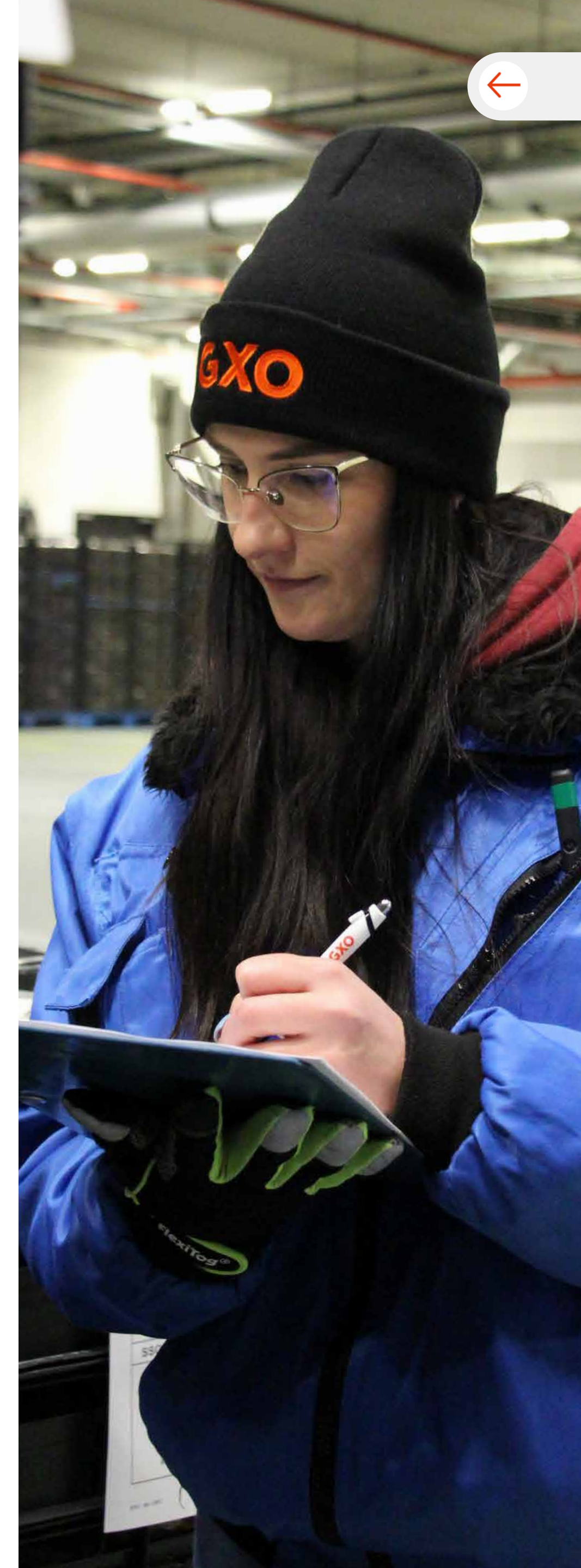


Empower at GXO

Empower at GXO is the driving force behind our career development efforts, designed to help employees achieve their highest performance and reach their full potential. The platform supports critical talent topics, including career management, succession planning, performance management, and engagement.

Empower encompasses our performance and potential processes, for which we provide structured guidance for managers and employees in goal setting and performance reviews. The platform also offers tools and surveys that help employees assess their potential, explore future career opportunities, and map out personalized development paths.

The end-of-year review cycle enabled managers to provide specific feedback on employee performance and discuss development strategies moving forward. Our managers and in-scope employees participate fully in the process driving GXO's pay-for-performance philosophy.



Grow at GXO

Through Grow at GXO, full-time employees can assess and acquire the skills they need to advance into higher roles.

GXO University's on-demand training program, Grow Tracks, features 15 programs, such as HR Essentials, Project Management, and various MS Office courses. Each Grow Track program includes an average of 30 self-paced online training hours. Approximately 3,500 participants across 17 countries participated in the program during 2024.

Other programs available through Grow at GXO include the global Graduate Academy and the Intern Academy, the latter of which boasts a high conversion rate for college interns transitioning into full-time GXO employees. GXO also relaunched its European Graduate Academy in five European countries in 2024.

These initiatives are the cornerstone of GXO's long-term growth strategy, designed to empower the next generation of professionals with the skills, knowledge, and support they need to thrive in their careers. This new talent not only benefits the individuals who participate but also contributes greatly to the continued success of GXO.

Lead at GXO

GXO is committed to nurturing leadership talent through five role-based academies within Lead at GXO University. These academies equip emerging leaders with the hard and soft skills needed to succeed as supervisors, managers, and senior leaders.

We saw outstanding results in 2024 across the seven programs within Lead at GXO:

Operations Leader Academy

123 graduates **44%** promotion rate

Manager Academy

110 graduates **31%** promotion rate

Female Development Program

71 graduates **19%** promotion rate

Leading the GXO Way:

1,666
All-time high no. of participants

Site Leader Academy

101 graduates **46%** promotion rate

Director Academy

20 graduates **40%** promotion rate

Leading Through Connection

1,569
participants joined 10 workshops translated into all major languages

SPOTLIGHT

Record-level learning engagement

Our learning and development metrics continue to exceed our targets year-over-year, as employees take advantage of GXO University and take ownership of their career development.

In 2024:

• We exceeded our training hours goal by **121%**

• We surpassed our unique users goal by **101%**

• We registered over **815,153** unique learning module completions (exceeding our target of 500,000)





Listening to employee feedback

GXO's commitment to continuous improvement extends to our employees. To focus our efforts and promote transparency, we invite employees to submit confidential surveys that rate how well the company meets their needs.

In 2024, we conducted multiple surveys to assess employee engagement across our global offices and sites. Job satisfaction remains one of the key metrics we use to gauge overall engagement. Our annual, global salaried employee engagement survey, the GXO Pulse Survey, achieved a **record participation rate of 65%**. The results reflected a strong level of satisfaction, with a **75% favorable job satisfaction rating reported in 2024**.







With survey data in hand, human resources and other GXO business leaders create action plans to address possible issues and ensure team members remain engaged and ready to come through for our customers. We strive to act immediately on all employee feedback.

GXO also uses site assessments, roundtables, pulse surveys, and other channels to gather employee input. These methods allow us to pinpoint and address areas that need improvement swiftly. We remain steadfast in our belief that more engagement and more communication are key to creating better working conditions and enhancing the GXO employee experience.



Compensation and benefits

To sustain our position as an industry employer of choice, we must continue offering competitive wages and attractive benefits packages. While our benefits vary by country, they typically include:

-  Comprehensive healthcare and disability insurance
-  Supplemental insurance
-  Employee assistance programs
-  Profit sharing
-  Retirement plans
-  Tuition reimbursement

Globally, we tailor our benefits to meet the unique needs of local markets. By collaborating with key partners and providers, we ensure that quality care is delivered to our employees around the world. We have expanded our coverage for medical and risk benefits while keeping premium increases competitive and often below inflation. This ensures that our colleagues receive high-value, company-paid coverage and benefits. In the U.S. we offer all full-time employees access to our benefit programs, including medical and mental health coverage. We also offer paid parental leave to all full-time employees and to part-time employees who become parents.

A focus on total well-being

There is a direct correlation between the success of our organization and the wellness of our workforce. For us, wellness entails many factors, including physical and mental health, as well as financial security. For example, GXO certified 560 U.K. & Ireland employees as Mental Health First Aid trainers through Succeed at GXO.

In 2024, we were focused on raising awareness of GXO's benefits for our employees. A comprehensive communications plan was developed to raise awareness about our benefits offerings in the U.S. and U.K. & Ireland specifically, highlighting new programs and initiatives available to employees and the value they provide. The goal is to clearly explain how and why employees should engage with these plans, tools, and resources—driving both understanding and participation.

In the U.K. & Ireland, we continued our MyBenefits Roadshow, where we set up tabling at sites to make team members aware of the online portal, which showcases all their benefits.

For our employees in the U.S., we collaborated with benefits partners to deliver programs that go above and beyond the mandated benefits of health insurance or other state benefit programs. In collaboration with a third-party partner, we provided onsite and virtual wellness checkups that allowed patients to monitor their overall well-being.

SPOTLIGHT



Keeping an eye on mental health

At GXO, we see mental health as a vital part of well-being. Throughout the year, we take the time to remind our team members of the resources available to them and how GXO is a safe space. Site activations around Mental Health Awareness Month in May and Mental Health Awareness Day on October 10 served as focal points. In the U.S., we hosted a webinar with a benefit partner to offer valuable strategies to help employees support the mental well-being of children in their lives. Later in the year, we hosted a global town hall with Andy's Man Club, engaging in suicide prevention.



Mobile solutions for physical well-being in the U.S.

In 2024, we rolled out Hello Heart, a digital solution to monitor the cardiac health of our employees. Hello Heart, a mobile platform that provides users with access to many features, including personalized AI digital coaching.

We also deployed a musculoskeletal solution, HingeHealth, to monitor and improve musculoskeletal health. This digital solution focuses on pain management and considers co-existing health conditions.

The uptake of these new solutions exceeded our projected numbers.

Promoting financial wellness

For financial well-being, we maintain emergency savings programs in the U.S. and the U.K. & Ireland. GXO employees are encouraged to establish an emergency savings account and learn how to improve their savings habits. Through this program, we saw more than 480 participants save more than \$640,000 in the U.S. in 2024.





Building a culture of belonging



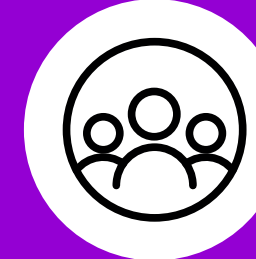
We succeed as innovators not only by attracting top talent in every location but also by fostering the growth of our team members, embracing their unique perspectives, and empowering them to contribute in meaningful, authentic ways. Our world-class workplace takes pride in cultivating a culture of belonging – one that welcomes individuals from all walks of life and with diverse experiences – creating an environment where everyone can thrive and do their best work.

To foster this culture of Belonging, GXO regularly tracks and reviews a wide range

of internal and external metrics to better understand what matters most to our employees. We are committed to piloting and scaling initiatives that advance Belonging throughout our organization.

We take great care to ensure that every team member feels welcome, valued, and supported. While we recognize that there is always more work to be done, GXO strives to lead in belonging through actionable efforts and to create a place for all to do their best work.

Our global culture of Belonging at GXO is upheld by our Inclusive Behaviors which underpin our activities:

- 
Value diversity
- 
Choose inclusion
- 
Build belonging



How GXO defines Belonging

At GXO, we embrace the unique differences that fuel our innovation and ensure every voice is heard. We value individuals' diverse voices, talents, identities, backgrounds, and experiences as essential drivers of innovation and success.

We are committed to fostering a workplace where everyone feels safe, supported, and valued. Our approach to Belonging reflects the diverse makeup of our workforce and guides our efforts to build a culture that respects every team member and empowers them to thrive, contribute meaningfully, and grow.

Employees driven by a common purpose

We aim to create a workplace environment where all employees feel empowered to take ownership in making others feel welcome and included. Our people embrace the shared mission of belonging, and their support is the reason why Belonging succeeds at GXO.

Fostering Belonging

At GXO, we strive to ensure that all colleagues benefit from our emphasis on Belonging. They often share positive feedback, which indicates that our work makes a meaningful difference.

In 2024, we continued our emphasis on a culture of Belonging for all our team members.

During GXO Belonging Month in July 2024, we reflected on our achievements and committed to building on our momentum. Ultimately, we want all team members to experience a sense of belonging at GXO and know that we support them in bringing their authentic selves to work.

Chief Human Resources Officer, Corinna Refsgaard, kicked off Belonging Month 2024 by asking colleagues to consider what belonging means to them and inviting them to take part in Belonging activities. Options available included virtual workshops, panel discussions and volunteer opportunities. In Europe, our team hosted a webinar to discuss workplace belonging. Meanwhile, colleagues from the U.S. and U.K. & Ireland took to the streets for Pride and the third cohort of GXO's Female Development Program in the U.K. & Ireland formally began during Belonging Month at our Milton Keynes location.

Be inclusive

We value individuals' diverse voices, talents, identities, backgrounds, and experiences to drive innovation and success. We build a culture of belonging that respects every team member. We believe that increasing awareness and understanding of our differences fosters stronger team cohesion and a deeper sense of belonging across our global workforce.

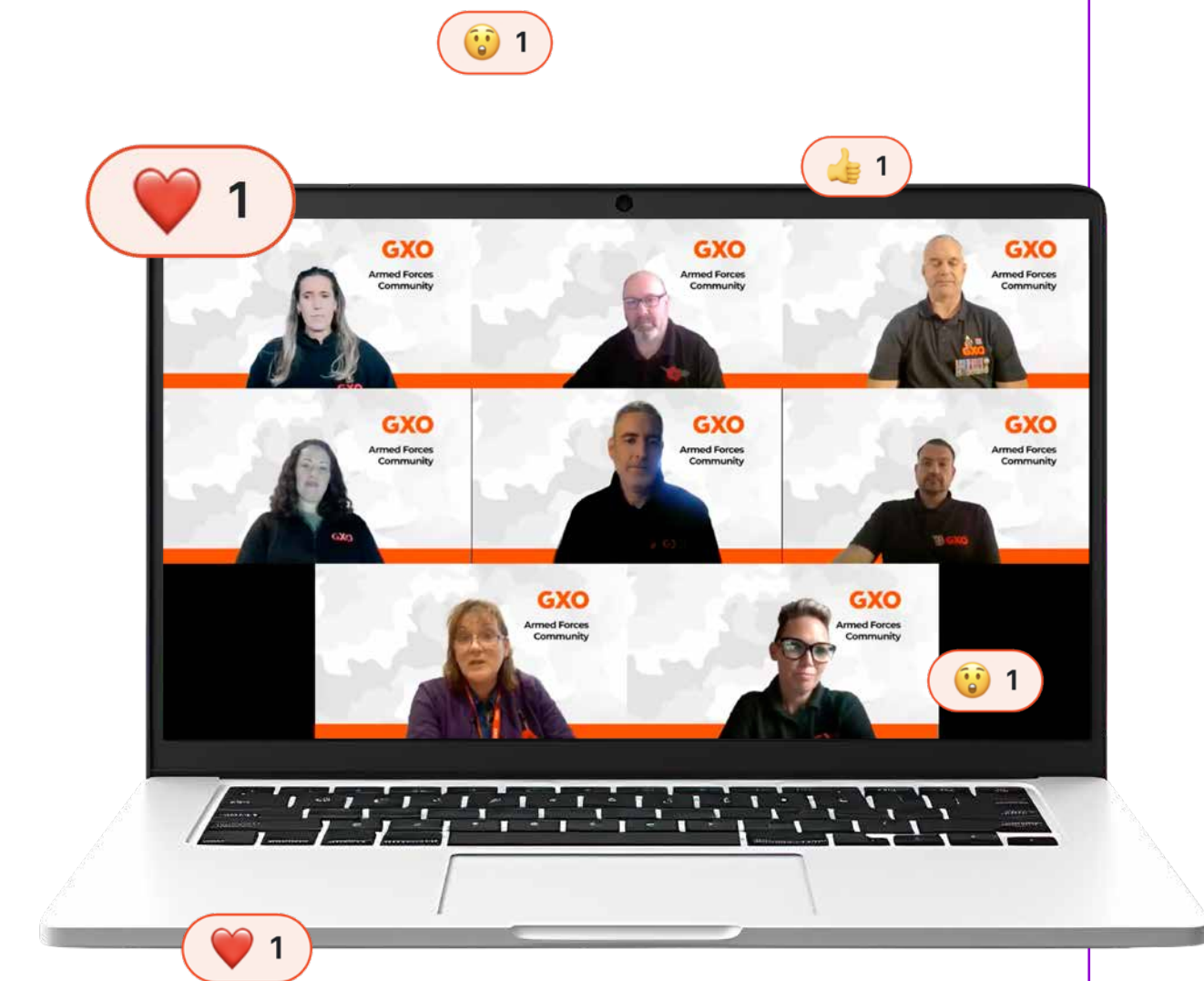


SPOTLIGHT

A salute to our veterans

GXO colleagues from the armed forces community greatly enrich the diversity of perspectives and overall quality of our teams. On November 11th (significant for veterans across geographies), GXO took time to pay respects to those who served as well as their families.

GXO team members gathered virtually for a special armed forces community livestream. A panel of five team members and former armed forces members discussed the transition from military service into the civilian workforce and the related opportunities and challenges.



SPOTLIGHT

Focusing on Men's Mental Health

In December 2024, we held a global event centered on fostering open and honest discussions about men's health. Titled "It's OK to Talk," the event featured a guest speaker from Andy's Man Club, a U.K.-based suicide prevention nonprofit that offers peer-to-peer support groups and mental health resources for men. The event also included a panel of various GXO team members from around the world.



The discussion encouraged our colleagues to talk to each other and, where appropriate, to seek professional help.

At GXO, we understand the importance of tackling real-life subjects to create a safe and supportive workplace.

SPOTLIGHT

Developing Women at GXO

We have implemented a range of programs, strategic partnerships, and employee networks that promote career advancement for women, who are continually shaping and redefining our organizational landscape. In Europe, for instance, our collaboration with the LEAD Network focuses on attracting, retaining and advancing women through education, leadership and business development. In the U.S., we partnered with AWESOME in 2024, a leadership community dedicated to growing women's expertise in supply chain operations and management.

In 2024, we also launched Women in Logistics, GXO's women's development program, first in the U.K. & Ireland and then to operations in Europe. In its inaugural launch, we ran four cohorts with an average of 16 participants per group. We plan to expand the number of cohorts to five in 2025.

Designed to support women at all levels and backgrounds, the Women in Logistics program blends practical learning with mentorship and confidence-building experiences. Participants engage in site visits, skills-based workshops, and insight profiling, all tailored to diverse learning styles.



The program is already delivering measurable impact – participants have earned promotions, built lasting networks, and even returned as mentors, creating a powerful cycle of growth and empowerment.

Mentorship is a cornerstone, with guidance provided by senior leaders, past participants, and professionals across the business. Strong leadership support and overwhelming interest – over 100 applicants for just 14 spots in our first cohort – have fueled plans for global expansion in the coming years.

SPOTLIGHT

LGBTQ+ focused initiatives in the U.K. & Ireland

Across our global operations, in 2024, GXO developed a series of Pride events celebrating our LGBTQ+ colleagues. These activities included our inaugural Pride parade in the U.K. & Ireland, which took place at our regional headquarters in Northampton. Our colleagues proudly walked through the town, displaying their Pride GXO banners with the #WeBelong logo.



Alongside this celebration, we continued to host our live events that were streamed across our sites. These virtual conversations allowed colleagues to share their lived experiences as members of the LGBTQ+ community over time and across generations. These illuminating discussions taught colleagues how life as an LGBTQ+ person has evolved and fostered a greater understanding of various experiences among GXO colleagues.

SPOTLIGHT

GXO receives gender equality certification in Italy

In 2024, GXO received the UNI/PdR 125:2022 certification for our Italian operations. This certification helps organizations promote gender parity by structuring their inclusion management practices to establish and monitor specific initiatives for improvement.

The certification process was initiated by GXO in September 2023 in collaboration with the Winning Women Institute, with an in-depth audit of gender representation in the company in Italy and the

development of a plan to meet certification standards. GXO Italy has identified and will track, over the coming years, key performance indicators in culture and strategy, governance, human resources processes, opportunities for growth and inclusion of women in business, gender pay equity, parental protection, and work-life balance.

The certification lasts for 3 years and is subject to annual audits.



Expanding Our Workforce

At GXO, we perpetually strive to grow our candidate pool by forming relationships with organizations that help us attract and retain talent with various experiences and skillsets while supporting populations with barriers to employment, such as veterans and those with disabilities.

Notable efforts to expand our workforce:

Log'ins in France:

This social joint venture between GXO and Ares (an organization that supports social inclusion in France) offers job training and a potential path to employment for people with disabilities. In the past 12 years, 72% of participants have found a job or received additional training.

Enabled Workforce in the United States:

Sites work with regional non-profits in the U.S. to provide work opportunities to those with disabilities. In Southern California, GXO has partnered with the Vocational Improvement Program since 2019 to employ over a dozen individuals at our warehouses. Meanwhile through a partnership with The Arc of Greater Indianapolis, individuals with disabilities worked over 2,700 hours at GXO sites in 2024.

SPOTLIGHT

A Game-changing Fresh Start

GXO piloted A Game-changing Fresh Start in 2023 to build employment pathways for people facing unusual barriers, such as those in prison.

In the U.K., GXO now employs 144 colleagues through the Release on Temporary License (ROTL) program and 115 through employment on release, making us the first U.K. employer to have over 100 colleagues representing both rehabilitation programs.

We partner with the U.K. government's New Futures Network and local rehabilitation charity to provide pathways to gainful employment. Since 2023, we have employed 166 colleagues on release and 238 through the ROTL program.



SPOTLIGHT

Hiring heroes

GXO U.K. was proud to receive the prestigious Gold Covenant Award in 2024. The award recognizes employers who go above and beyond their pledges to support armed forces individuals and their families.



From employee advocacy to charity engagement, GXO is committed to its pledge of being an armed forces-friendly employer. We recognize the incredible transferable skills ex-military personnel bring to the company.

SPOTLIGHT

Disability inclusion thrives in France

True to our core values, GXO maintains disability workplace partnerships to foster inclusion, raise awareness, and create meaningful employment opportunities.

In France, we work with Agefiph, a leading development fund specializing in promoting employment for people with disabilities, to create a more accessible and supportive work environment.

We formalized the partnership in January 2024 and soon established a proactive disability policy aided by Agefiph's expertise. A steering committee identified job retention and professional development as major goals, for which we launched comprehensive training programs for managers and raised awareness among our employees.

Through our Disability/HR network spanning all GXO sites in France, we trained 140 employees in 2024 and engaged disability-focused job placement organizations, such as Cap Emploi. We also worked with partners such as Kialatok, which uses world cooking workshops as an educational tool. A special appearance by 2024 blind Paralympic football champion Fabrice Morgado provided inspiration to our teams while helping to dispel stereotypes and biases toward disabilities, both visible and unseen.



SPOTLIGHT

WorkFit collaboration supports inclusive employment for all

In 2024, GXO cemented our position as the largest British employer of people with Down syndrome, hiring our 52nd colleague at GXO and strengthening our seven-year partnership with the WorkFit.

That partnership—captured in a recent BBC documentary—provides a smooth, supportive pathway for those with Down syndrome to join the workforce. We get to know each candidate and talk about expectations and possible adjustments. In consultation with parents or caregivers and with WorkFit representatives, GXO staff match each new colleague with a position hand-picked for them.

We are immensely proud to lead the way where disability meets opportunity.



Creating impact through engagement

Employee engagement

At GXO, our team members are the driving force behind our success. We support their sense of fulfillment and engagement through a variety of programs, including Health & Safety, Belonging, and our Impact Ambassadors. These initiatives help team members stay connected, build meaningful careers, and contribute to the causes they care about in their local communities.

Most of our sites also have employee engagement leads or committees and volunteers who organize events and activities to help further collaboration and companionship between team members. From site awards and regional competitions to family cookouts, our engagement committees find fun and unique ways to celebrate our team members and recognize all that they do.

Other examples of how we engage and celebrate our team members include:

- Food trucks, barbeques and family picnics
- Raffles
- Dressing up and celebrating holidays such as Halloween
- Weekly newsletters
- Regional webinars highlighting sites and individuals for their work
- Recognition ceremonies and awards for outstanding employees

SPOTLIGHT

Engagement Ambassador Network in the U.K. & Ireland

In 2024, GXO's U.K. & Ireland teams revitalized their Engagement Ambassador Network, now nearly 300 team members strong, bringing together colleagues from a variety of roles, including operations, transport, HR, finance, administration, and health and safety. This growing community empowers team members to shape broader GXO initiatives and champion engagement across their respective sites.

Meeting monthly, the network shares updates on key topics like benefits, learning and development, and belonging while equipping ambassadors with practical tools to implement engagement programs locally.

2024 also marked the relaunch of face-to-face networking events at sites, where ambassadors could connect in person, engage in interactive sessions, and exchange best practices. The impact has been immediate with increasing interest from colleagues eager to join and contribute, helping to build a stronger, more connected GXO community across the region.



Community Impact

In countless ways throughout the year, GXO team members show up for the communities where they live and work. We take great pride in their generosity and gladly support them wherever we operate.

GXO also frequently partners with customers to address issues that matter to them.

Recent examples include:

Our 15-year partnership with the **Avon Against Violence – Run in Garwolin** event in Poland. In 2024, more than 40 office and warehouse employees ran a total of 130 km to help raise funds for anti-violence organizations.

GXO partners with several of our customers in their support of community fridge network, which works to create spaces that bring people together to share food, meet up, learn new skills and prevent fresh food from going to waste. **In 2024, our warehouse in Bradford, U.K. worked with**

customer Marks & Spencer to support the local community fridge initiatives. Team members hand delivered food to local schools serving under-resourced communities. This collaboration has gone on to foster enhanced engagement between the school and the community, promoting sustainability, reducing food waste, and offering new programs such as English as a second language classes and parenting groups.

Our dedication to collaboration and support extends beyond pre-planned events. Our teams eagerly step up to help those in communities where we operate in times of crisis. In 2024, following the historic flooding in Spain and Central Europe, teams across Europe responded quickly to support others in need.



SPOTLIGHT

Supporting our communities when disaster strikes

In the wake of the historic September floods across Central Europe, GXO team members quickly mobilized to support affected communities. In Poznań, Poland, employees launched a month-long donation drive, collecting essentials such as cleaning supplies, clothing, and pet food. These items were regularly delivered to official donation centers and pet shelters in impacted areas.

Support extended beyond borders. In Eindhoven, the Netherlands, an engagement ambassador coordinated efforts across four warehouse sites to collect goods for Polish flood victims. With help from a GXO customer contributing new clothing, the team amassed six pallets of vital supplies, including blankets, food, and clothing. A GXO supplier generously volunteered to transport donations to a local nonprofit for distribution.

Demonstrating continued solidarity, the Eindhoven teams later gathered several additional pallets of aid for communities impacted by flooding in Valencia, Spain. When the disaster struck closer to home, affecting two GXO warehouses in Valencia, team members once again stood ready to support one another.

GXO ensured the safety of our team members at the affected sites, speaking to each one individually to confirm that they had the support they needed. We then got to work to make sure the customers who were impacted, including a major food and grocery retailer, could resume activities as quickly as possible. In less than a week, supply chain operations were up and running.

Team members across Spain also banded together to help communities affected by the disaster. Workers in GXO Valls, to the northeast of Valencia, for example, collected and delivered donations to the region.

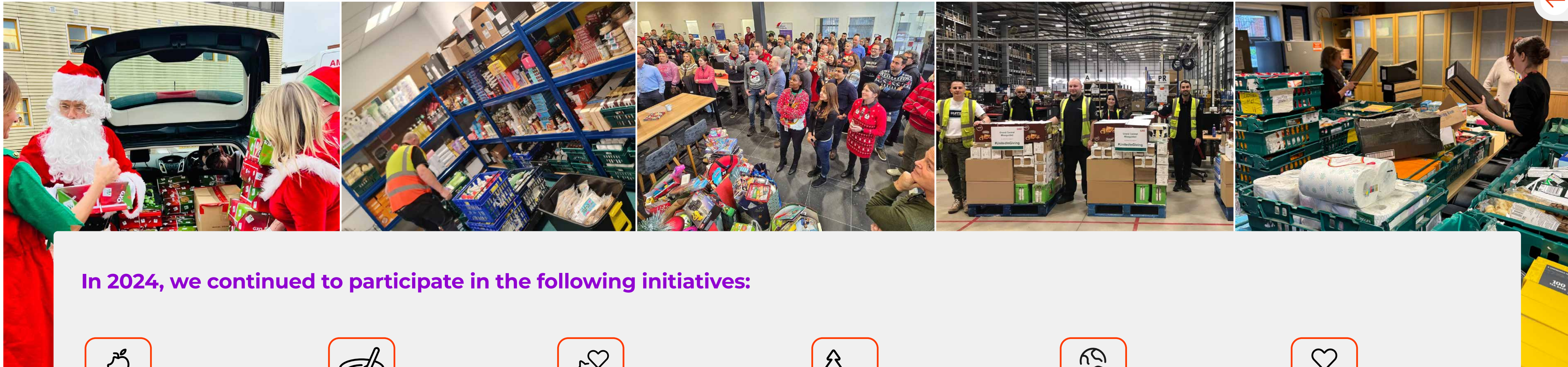
SPOTLIGHT

Supporting back-to-school drives

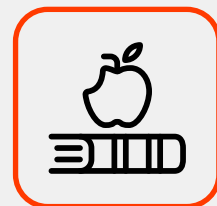
GXO team members in Pennsylvania united for a local school supply drive, donating notebooks, pencils, and backpacks. Each donation earned a ticket, and three tickets granted a chance to throw a ball at a dunk tank featuring leadership, adding fun to generosity!

In total, over 700 items were collected and donated to a local elementary school. About 125 team members participated in the event, or over 60% of the site!





In 2024, we continued to participate in the following initiatives:



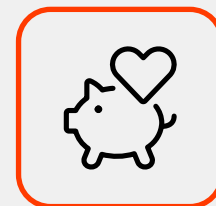
Supporting local schools

Our teams organized back-to-school supply drives, volunteered to read to students, contributed to school beautification projects, and more, demonstrating our commitment to education and youth development.



Food donation initiatives

We partnered with local organizations to host food drives, helping keep community food pantry shelves stocked year-round.



Fundraising and team building

Employees participated in fundraising walks and fun runs supporting causes such as childhood cancer research and suicide prevention, promoting both charitable giving and team camaraderie.



Enhancing local parks

Throughout the year, team members joined efforts to clean up litter, plant trees, and improve outdoor recreational spaces in their communities.



Customer partnerships for a cause

We collaborated with our customers to donate products to local initiatives and to support fundraising efforts benefiting nonprofit organizations.



United in giving

Sites across regions collect donations, raise funds, volunteer, or otherwise give back during the end-of-year holiday season. Every year, game changers collect hundreds of toys, food items, and other gifts to make an impact.

Governance

Doing business
the right way

ESG principles guide decisions across our global network of over 1,000 facilities. Embedding our ESG commitment into our governance framework helps to ensure our actions benefit team members, customers, shareholders, and partners worldwide.

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- 61** → Making the right decisions every day

The impact of our efforts is evident in the highlights below:

-  Launched an **organizational-wide risk survey** in early 2025 to identify emerging risks across operations
-  **100% of our suppliers** are subject to third-party due diligence
-  Rolled out tailored **cybersecurity training and phishing simulations** based on employee roles, access levels, and locations
-  **Maintain information security controls and processes** aligned with ISO 27001 and U.S. National Institute of Standards and Technology's (NIST) frameworks

We align our ESG efforts with the United Nations (UN) Sustainable Development Goals (SDGs). See our UN SDG index for a detailed list of how our business operations correspond with the target indicators.

[View](#) the index



Leading responsibly

As an industry leader, we recognize our responsibility to lead by example. Our values and focus on doing business the right way guide decision-making at every level of our organization, from corporate strategy to daily operations across our network of more than 1,000 warehouses worldwide.

Our Board

Our Board of Directors (the Board) strives to conduct business ethically and responsibly. Upon its formation in 2021, the Board adopted the [Corporate Governance Guidelines](#), which directs us toward how we serve clients and employees. This framework articulates the roles and responsibilities of the Board, lead independent director and management. The guidelines also govern our Board's leadership structure, membership criteria, and management evaluation process.

Alongside our workforce, our Board represents a rich diversity of experiences and perspectives that help GXO realize its corporate governance and strategic priorities. We bring in outside experts to provide training and information for the Board on a wide variety of priority and

emerging topics, from mergers and acquisitions to the latest technology and beyond. In April 2025, GXO welcomed five new members to its Board of Directors to incorporate fresh ideas and perspectives. As of this report, our Board comprises nine members, with eight of the nine members being independent. This newly refreshed Board further established the Operational Excellence Committee as a standing committee of the Board. The Operational Excellence Committee, along with the Audit, Compensation, and Nominating, Corporate Governance, and Sustainability (the NCGSC) Committees are each comprised entirely of independent directors.

In all that we do, our Board members and executive leaders endeavor to build and sustain a culture that prioritizes safety and belonging, pursues innovation, and fulfills our commitments to stakeholders.

Read more about our Board in our [2025 proxy statement](#).



Learn more about what we do

- [Corporate Governance Guidelines](#)
- [Nominating, Corporate Governance and Sustainability Committee Charter](#)
- [Audit Committee Charter](#)
- [Compensation Committee Charter](#)
- [Corporate Governance Guidelines](#)
- [Board Members](#)
- [Operational Excellence Committee Charter](#)

Board oversight of ESG issues and strategy

The Nominating, Corporate Governance, and Sustainability Committee (NCGSC) collaborates with the GXO Board of Directors to review ESG initiatives and strengthen governance practices. Notably, the Committee supports the Board in evaluating ESG-related risks, overseeing performance and external disclosures, and assessing stakeholder and shareholder alignment on ESG matters.

GXO's Chief Compliance and ESG Officer provides the NCGSC with regular updates on emerging trends and developments, helping to ensure our business strategy remains responsive and forward-looking.

The NCGSC met four times in 2024 and convenes frequently with management to monitor progress on ESG initiatives. In addition to these regular engagements, the GXO Board of Directors receive ongoing briefings on ESG-related risks and opportunities, enabling board members to develop informed strategic plans and proactively address emerging issues.





Risk management

GXO's Chief Compliance and ESG Officer chairs our Global Risk Committee (GRC), which includes the executive leadership team and senior functional leaders from across the organization. Instrumental to the successful execution of our risk management strategy, the GRC met regularly in 2024 to address key global issues impacting the company – including workforce health and safety, cybersecurity, ESG reporting regulations, trade compliance, and other evolving regulatory and business risks.

Through our Enterprise Risk Management (ERM) process and related risk assessments, GXO leadership and risk owners can identify and address current and emerging risks. This process enables both qualitative and quantitative feedback on risks spanning key categories: operational, financial, strategic, information


security, and legal and compliance. The GRC discusses and evaluates key risk areas and the results are reported to the GXO Audit Committee. Risk owners then provide substantive updates to the GRC and maintain risk mitigation plans within a centralized, auditable platform. At the end of 2024, GXO refreshed its ERM exercise utilizing surveys and indepth interviews with company leaders. The process will be refreshed and repeated on at least an annual basis.

GXO also maintains a business continuity planning process to identify potential threats to our facilities, including ESG-related risks, such as property damage caused by severe weather events that occur more frequently as the climate changes. Warehouse teams then develop resilience plans that help enable business continuity during such weather-related events.

Making the right decisions every day

At GXO, so much of our success stems from our strong corporate culture. We achieve outstanding results due largely to strong relationships built around teamwork. Our commitment to honesty, fairness, and respect for others, inside and outside of GXO, guides us.

Our high ethical standards serve as a north star for our choices and actions, and we expect every team member to exemplify our values, which include:

-  Acting with integrity in all business dealings
-  Treating others with dignity and respect
-  Maintaining compliance with all laws and regulations
-  Embracing our Code of Business Ethics (COBE)

Our COBE articulates our responsibilities to each other and to our customers, investors, and the communities we serve. Every GXO employee receives and signs the COBE.



Ethics and compliance training

As part of our commitment to fostering an ethics-driven culture, GXO's ethics and compliance team actively champions the COBE across the organization. GXO's Human Resources (HR) team supports these efforts to help employees understand what the COBE entails. As part of their onboarding, all GXO staff receive training on the COBE and their right to speak up and report any concerns.

Depending on their job type, employees complete COBE training annually or bi-annually. After each refresher course, employees must certify that they understand and will follow the COBE.

To complement their COBE training, all employees take part in GXO's Annual Compliance Education (ACE) program. Designed to protect both our workforce and the company from potential risks, the ACE program reinforces GXO's high ethical standards. The program is tailored to each employee's role and location, ensuring targeted and effective risk mitigation.

94%

Code of Business Ethics training across GXO's global operations achieved a 94% on-time completion rate.

GXO employees complete approximately five hours of ethics and compliance coursework throughout the year. Topics include:

- Our COBE
- Trade compliance
- Quarterly information security refreshers
- Building a respectful workforce
- Data privacy
- Modern slavery

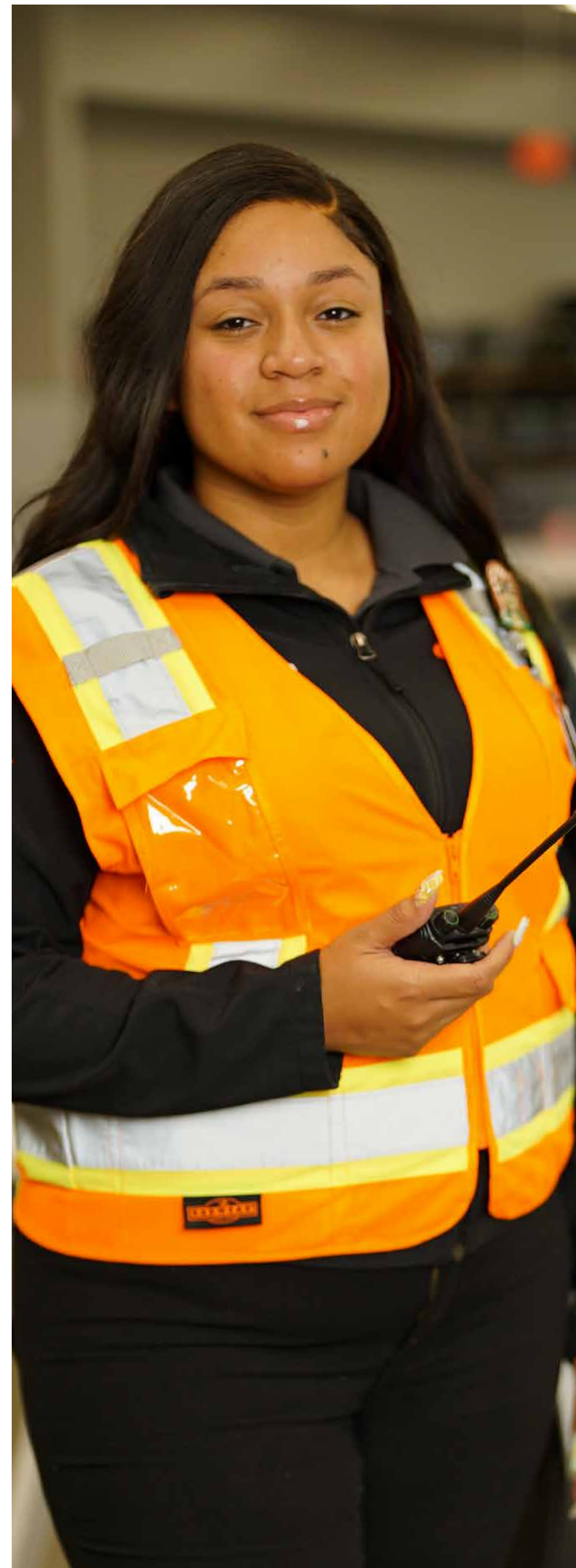


Responding to violations

At GXO, we consider incident reporting and thorough follow-up essential to maintaining our ethics-driven culture. When a suspected violation of our policies, the COBE, or regulatory requirements arises, we follow a structured internal compliance framework to guide the investigation. This process includes a comprehensive review of the incident and the implementation of corrective actions, which may involve updates to policies, processes, or controls, as well as disciplinary measures - up to and including termination. Our Audit Committee regularly reviews reports on policy compliance and subsequent actions.



More information on the tools available for incident reporting can be found in the [Speak Up Culture](#) section of this report.



Ethical business practices

GXO's COBE includes detailed guidance and requirements around how we conduct business activities. It addresses workplace safety, anti-discrimination, human rights issues, and topics related to bribery and corruption. Moreover, we follow clear policies related to combatting anti-competitiveness, potential conflicts of interest, information security, and the protection of company intellectual property, assets, and personal data.

GXO's newly expanded Internal Investigations Team plays a key role in identifying and addressing potential ethics violations. The team manages all investigations related to the Code of Business Ethics under the leadership of GXO's Chief Compliance and ESG Officer, and ensures that concerns are properly addressed in coordination with relevant functions including HR, Internal Audit and Security.

The Chief Compliance and ESG Officer reports directly to the GXO Board of Directors and management on ethics trends and related issues, as appropriate.

To encourage consistent unbiased use of the ethics reporting hotline, all GXO workplaces post notices explaining how to report potential violations. Instructions on how individuals can speak up are available in multiple languages. We also incorporate policy updates and COBE changes into annual training plans and share them with affected staff. Factors that determine training topics include emerging risks, ethicsline calls, investigation outcomes, and employee input.



Learn more about how we do what we do

[Ethics at GXO](#)

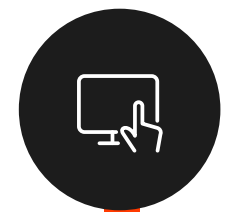
[Code of Business Ethics](#)

[Corporate Governance Policies](#)

Speak up culture

Reinforcing a workplace culture of acceptance and trust, GXO enables every employee, contractor and third-party stakeholder to freely and safely report concerns or raise questions. Reprisal against individuals submitting legitimate ethics concerns is prohibited by our COBE. We encourage team members to voice their questions and concerns to their supervisor, Human Resources, or Ethics & Compliance in whatever language the reporter feels most comfortable.

Wherever law permits, we allow for and protect anonymous reporting. Employees and other stakeholders can make use of several channels for this purpose, including:



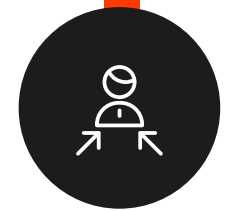
A website administered by a third party and available 24 hours a day



A toll-free, third-party telephone service available 24/7 in every country in which we operate



A special email account monitored by GXO's Ethics and Compliance team



Reports sent directly to the GXO Ethics and Compliance team, HR and business leaders



Once someone submits an ethics complaint or concern via any channel, we begin a rigorous equitable review process.

As of June 2024, management of our COBE-related internal response falls to a specialized team of six investigators with an array of professional expertise, including law enforcement, security, HR, auditing, and more. Their work is supported by a recently released customizable case dashboard that enables real-time tracking of trends, hot spots, evolving issues, and other metrics relevant to compliance and business ethics.

Our investigative program is designed to serve both preventive and corrective functions in mitigating potential misconduct. At the core is our Ethics and Compliance team, supported by a network of colleagues who help ensure consistent enforcement across all regions. Each investigation leads to a detailed action plan with measurable outcomes, and all employees are expected to fully cooperate with investigations and any resulting follow-up or remedial actions.

We regularly evaluate our complaint, reporting, and review processes for compliance with relevant laws and guidance. Over the course of 2024 and continuing through 2025, GXO continues to assess and enhance our global "Speak Up" program to ensure compliance with applicable regulations including European whistleblower protections.

Human rights and labor

At GXO, we believe in fostering a work environment that promotes respect. Our workplace culture, codes of conduct, contracts, and policies protect both human rights and the fundamental dignity of all persons.

To that end, we proactively comply with fair employment and labor laws in every jurisdiction we operate in, from collective bargaining and free association to strict bans on child labor, forced labor of any kind, human trafficking, and all other infringements of human rights. Our third-party hotline allows anyone to anonymously report human rights concerns.

Our dedication to workplaces free from harassment and discrimination is similarly codified in company policy. GXO enforces a no-exceptions ban on unlawful treatment of current or prospective employees, interns, and applicants by any GXO employee, customer, or outside partner. Any employee found to be in violation of these policies will face disciplinary action up to and including termination.

Third-party contracts represent another area of focus for GXO's approach to fair labor policy, as laid out by our business partner code of conduct. We require our third-party vendors to comply with laws prohibiting human trafficking, forced labor, modern slavery, and other labor-law violations. Specific regulatory requirements

include those established by the Uyghur Forced Labor Prevention Act (UFLPA), the U.K. Modern Slavery Act, and French Law No. 2017-399 2017. We operate a continually evolving third party due diligence policy, which includes review of practices at our labor agencies and contingent workforce providers.

GXO is committed to holding all employees and partners to the highest ethical standards in this area. We also remain vigilant in monitoring new and evolving legislative requirements worldwide to ensure continued compliance and leadership in ethical business practices.



SPOTLIGHT

Re-tendering for better oversight

GXO recently renewed our relationships with contingent labor agencies in the Netherlands. Companies could participate only after responding to detailed questions on human rights and controls against modern slavery. Our due diligence assessment validated their answers, and all new contracts are underpinned by our Business Partner Code of Conduct.

Human rights and labor policies

[Code of Business Ethics](#)

[Third-Party Due Diligence](#)

[Human Trafficking Policy](#)

[Business Partner Code of Conduct](#)

[No Discrimination Policy](#)



Supply chain management

We hold all partners and suppliers to GXO's same high standards for ethical business practices. Our [Business Partner Code of Conduct](#), launched in 2022, states our values clearly and establishes demanding requirements on issues including human rights, working conditions, health and safety, trade compliance, and environmental impact.

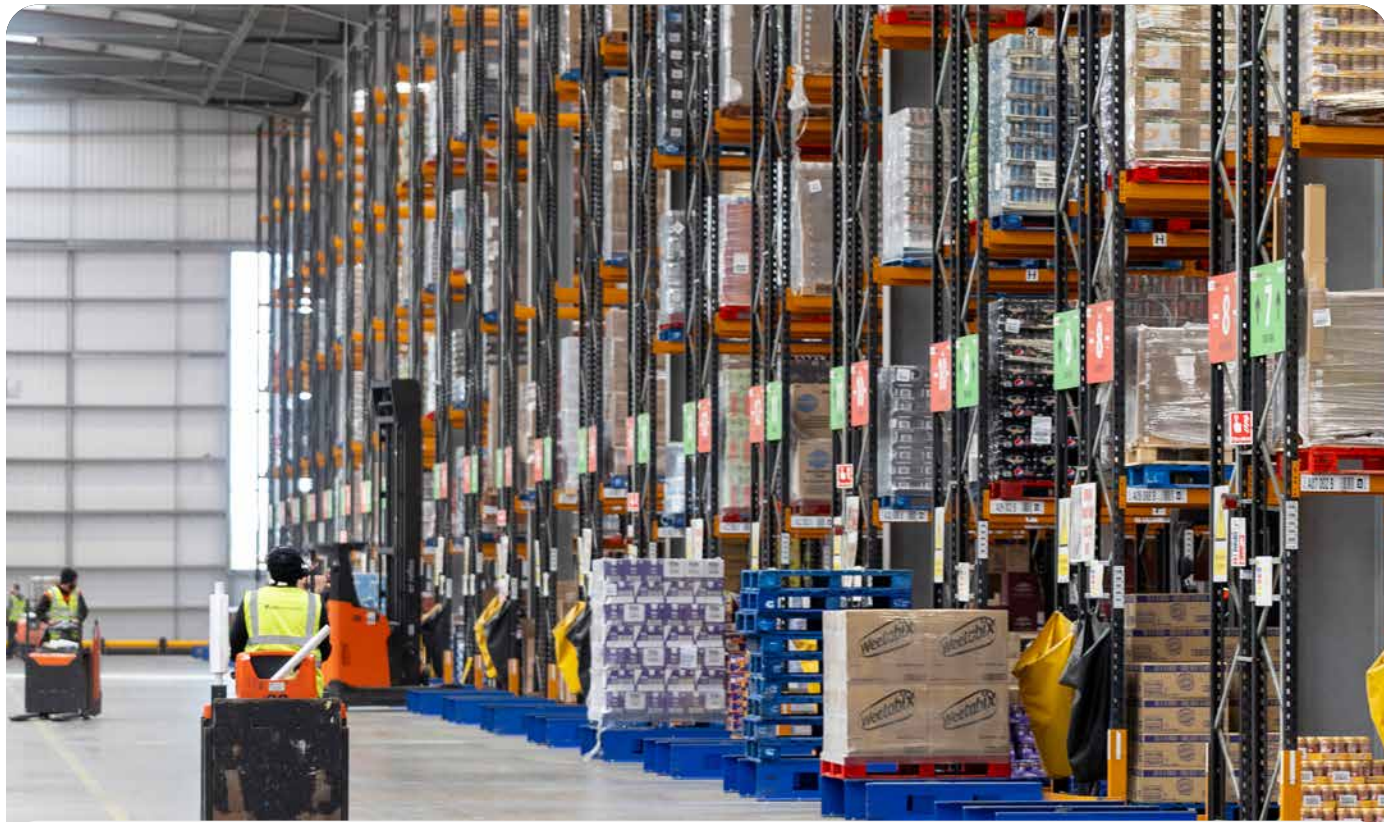
This code applies to GXO operations and partnerships across the globe, governing all new contracts and some existing suppliers. GXO Procurement teams, working alongside colleagues in ethics and compliance, ensure that partners, contractors, and suppliers meet our expectations.

GXO also applies a rigorous third-party due diligence process to identify and prevent potential risks across our supply chain related to anticorruption, sustainability, social issues, and fair competition, among other areas. Our Chief Compliance and ESG Officer manages this process, with additional oversight from Board committees, such as Audit and Global Risk. Our Ethics and Compliance and Internal Audit teams monitor compliance.

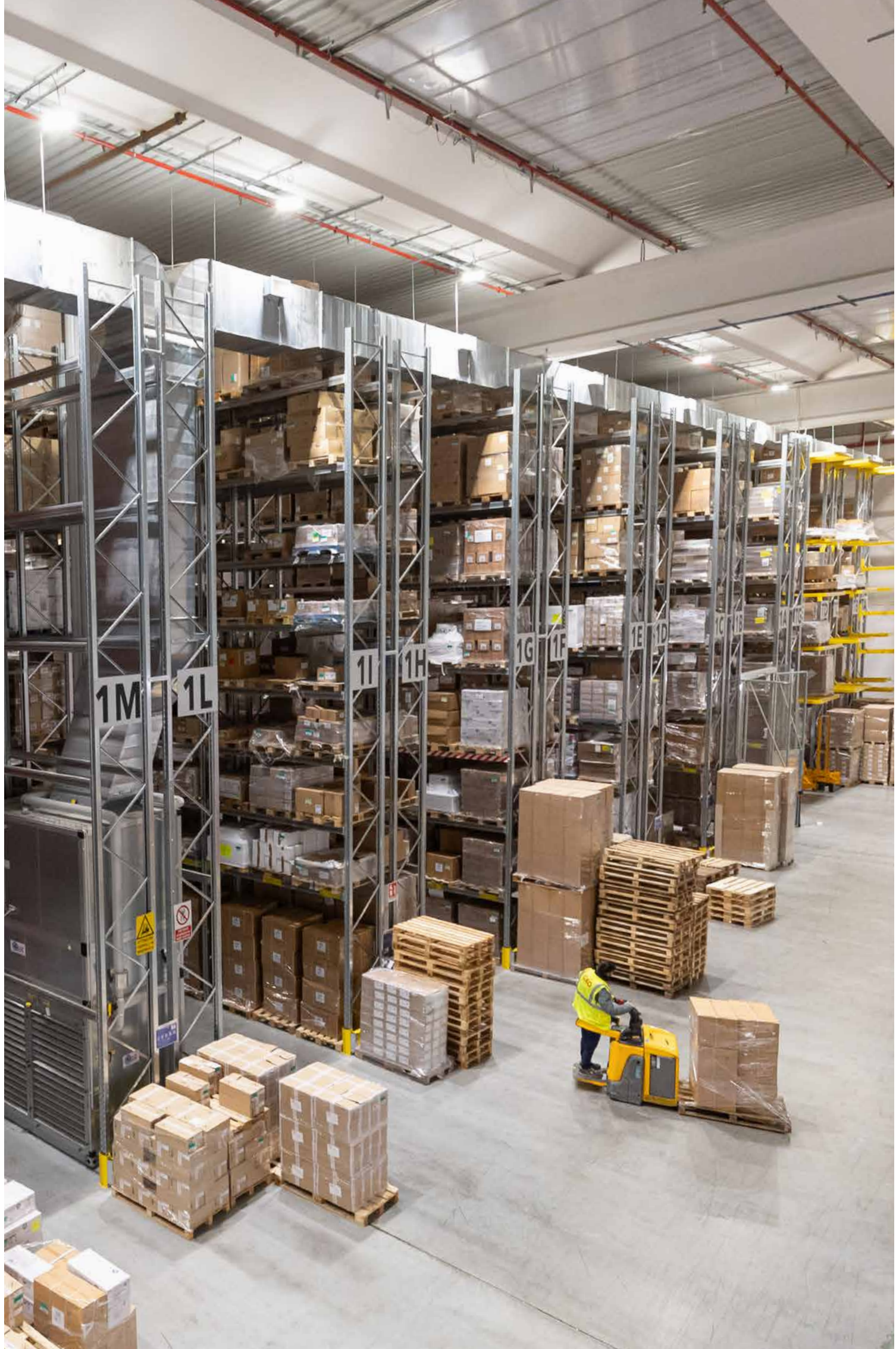
Our due diligence program forms the foundation of our relationships with contractors, consultants, vendors, suppliers, agents, and customers. It is built on two core pillars: internal risk assessments and compliance with external regulatory requirements. We allocate resources strategically, prioritizing efforts based on risk factors such as geographic region, industry sector, and country-specific concerns.

Due diligence is conducted prior to initiating any engagement with external partners. The process is informed by comprehensive risk assessments and draws on the expertise of multiple teams. Our compliance due diligence framework is managed by the Ethics and Compliance team, while other types of due diligence processes are carried out across the organization by various functions, tailored to the nature and level of risk involved.

In addition, GXO trains employees to help manage risk associated with third-party suppliers. Training covers roles and responsibilities and outlines our framework for risk assessment and mitigation.



100% of our suppliers are subject to third-party due diligence.





Tax and transparency

GXO seeks to fulfil all our tax obligations in every jurisdiction with complete accuracy and reliability. This also entails submitting correct payments to the proper authorities by established deadlines, with complete documentation.

To support our tax compliance efforts, GXO employs and works with credentialed, experienced tax experts and hires additional tax advisors as needed. We prohibit tax evasion in all forms and prioritize timeliness and transparency in our interactions with all tax authorities.

Varied and substantial, GXO's total tax burden incorporates standard corporate income taxes,

employment taxes, stamp and customs duties, excise taxes, and other financial obligations in many jurisdictions. We also manage employee and indirect taxes, such as fleet taxes, property taxes, and value-added taxes (VAT).

We are committed to full compliance with all applicable tax laws and regulations across our operations. Our approach ensures that all tax-related business activities - including commercial transactions such as divestments and acquisitions - are conducted responsibly and appropriately taxed in accordance with relevant jurisdictions.

These forms of compliance rest on the foundation of our internal tax control framework. While formal tax responsibility varies from one jurisdiction to another, we centralize responsibility with our Senior Vice President of Global Tax and Risk Management and, above them, the Chief Financial Officer.



Learn more about what we do

[U.K. Tax Strategy](#)


[Polish Tax Strategy](#)

Protecting privacy and information security

Data privacy and information security are critical business priorities for GXO. That's why we are working to maintain a best-in-class information security program as part of our ESG goals. With our focus on technology and automation, we provide secure systems and data that are integral to protecting our customers and employees.

Just as our rigorous processes protect confidential and proprietary information, our many privacy and security initiatives protect:

 Our company strategies, operations, and business plans

 Employees, customers, suppliers, financial status, and trade secrets

 Any other information that should not be made publicly available

We actively monitor legislative changes to keep our contracts compliant and current with legal requirements. We've also extended our intra-company data-sharing agreement to new entities.



When developing our data protection policy, GXO's Privacy Team identifies requirements and sets policies, working with coordinators in each country to undertake regular privacy communications and training for employees. This ensures the policy complies with applicable data protection laws.

Our vendors, suppliers and contractors must comply with privacy regulations, and we regularly monitor their progress. In 2024, we deployed two new tools to automate, refine and further improve the tracking and monitoring of the security of our vendors.

For data management, GXO monitors and audits our procedures. We log data security incidents at all levels and work with country-level coordinators to understand specific logging access requirements in the region.

As technology and regulatory requirements evolve, we update our knowledge and focus on integrating best practices into our daily business dealings. Our ongoing automation and innovation expansion allows us to adapt and strengthen our information security systems and processes to meet ever-changing demands. GXO's Chief Information Security Officer (CISO) leads our global Information Security Team.

Reporting to the Chief Technology Officer (CTO), the CISO oversees all aspects of GXO's information security as they underpin our business management, strategies, and priorities. The CISO and CTO partner with leaders from our global regions, report regularly to the Board of Directors on information security topics and serve on GXO's Global Risk Committee (GRC), which monitors our global risks. The CISO also meets monthly with the broader technology leadership team to identify and manage security risks.

The Information Security Team follows an in-depth strategy and utilizes industry leading technologies and best-practice processes to protect the company and our customers. This approach includes:

- Mandatory training across the organization through various channels to help all employees understand and fulfil their responsibilities in keeping our networks and data secure. Opportunities include formal training, awareness campaigns, phishing tests, and other initiatives depending on the location, access, and roles of the employees.
- Multiple layers of technical controls defending the whole estate including devices, the network, applications, automation and cloud environments.
- Robust 24/7 monitoring of all critical environments with a full incident response team and plan ready to react.
- Annual table-top exercises and audits to validate our controls and readiness to react.
- Comprehensive identification and management of risks and associated issues.

We also:

- Incorporate guidance from the EU's General Data Protection Regulation (GDPR) and other applicable laws.
- Align with the U.S. National Institute of Standards and Technology's (NIST) cybersecurity framework.
- Match our controls and operating processes to ISO 27001 framework and maintain our systems in line with this standard.
- Continually assess our practices against industry-leading frameworks, including the internet security forum, to help us ensure our systems meet rigid standards and find new opportunities for improvement.
- Maintain a built-in escalation path through consultation with leaders and legal partners to strengthen our response in the event of an incident.

In 2024, GXO fully embraced the AI revolution by implementing a comprehensive and information security-controlled responsible AI adoption strategy. By deploying policies and processes, GXO ensures that AI is integrated safely into the business, maximizing the benefits of these tools while keeping GXO's security at the forefront.

GXO reports material data privacy and information security breaches in our [Annual Report Form 10-K](#). In 2024, there were no such incidents.



Transparency and accountability

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GXO 2024 UN SDG Index

About this report

The GXO 2024 Impact Report details the company's objectives and progress in the areas of environmental sustainability, social initiatives and governance performance. Data about financial performance is not included in the report, but may be found on gxo.com under the "Investors" tab and in GXO's public filings with the U.S. Securities and Exchange Commission.

The information contained in this document reflects the global activities and initiatives undertaken by GXO from January 1, 2024 - December 31, 2024, unless otherwise noted. The company intends to continue issuing updated Impact Reports annually.

This report has been prepared in accordance with the Global Reporting Initiative (GRI), using the latest Universal Standards released in October 2021. We also provide disclosures under the Sustainability Accounting Standards Board's (SASB) guidelines for Professional and Commercial Services and an index outlining our impact and alignment with the UN Sustainable Development Goals (UN SDGs). As our reporting becomes increasingly robust, we will seek to expand the detail on our disclosures, including aligning with additional standards and frameworks.

For questions about this report, please contact the GXO ESG Team at esg@gxo.com.

GRI Content Index



Appendix 1. GRI content index in accordance

Statement of use	GXO Logistics, Inc. has reported in accordance with the GRI standards for the period starting January 1, 2024 and ending December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	Disclosure		Location/response/comment	Omission		
				Requirement(s) omitted	Reason	Explanation
General Disclosures						
GRI 2: General Disclosures 2021	2-1	Organizational details	Who we are, pp. 5-6 What we do, pp. 7-9 2024 Form 10-K, pp. cover, 1-4, 18			
	2-2	Entities included in the organization's sustainability reporting	GXO's 2024 ESG Report addresses all of the entities included in its consolidated financial reporting. The GHG accounting and other ESG performance data related to the recently acquired, Wincanton plc, has not yet been integrated into GXO's reported performance data . Full integration of Wincanton plc will be reflected in GXO's 2025 ESG Report.			
	2-3	Reporting period, frequency and contact point	Sustainability reporting for GXO is in line with its financial reporting period. This report was published on July 30, 2025. For any questions, please contact esg@gxo.com . About this report, p. 70			
	2-4	Restatements of information	GXO has restated select data from our 2023 ESG Report and updated certain methodologies to enhance the accuracy and consistency of our reporting. Diesel consumption figures for the UK & Ireland and Europe have been revised to exclude customer-purchased fuel that was initially included following the award of a new contract. In 2024, we also transitioned from a headcount-based approach to a full-time equivalent (FTE) methodology for reporting contractor and contingent worker data, providing a more accurate reflection of hourly and part-time labor. Additionally, we implemented a new methodology for vehicle incident reporting. More detail on these restatements and methodology changes is provided within the footnotes of the performance data tables included in this report. Environmental performance data, pp. 79-80			
	2-5	External assurance	Energy consumption, total waste generated, and Scope 1 and Scope 2 emissions data for GXO's operations globally were audited on a sample basis by external auditor Grant Thornton using a cross-section of data from contributing countries to limited assurance in line with the ISAE 3000 standard. GXO's Chief Compliance & ESG Officer reviewed the third-party assurance report. GXO Logistics Environmental Metrics Limited Assurance Report 2024			
	2-6	Activities, value chain and other business relationships	What we do, pp. 7-9 2024 Form 10-K, pp. 1-4			

GRI Standard	Disclosure		Location/response/comment	Omission		
				Requirement(s) omitted	Reason	Explanation
General Disclosures						
GRI 2: General Disclosures 2021	2-7	Employees	Our employee base does not adjust during seasonal fluctuations or reporting periods. Workforce performance data, p. 81 2024 Form 10-K, p. 4			
	2-8	Workers who are not employees	We address seasonal fluctuations in demand through hiring contractors and/or contingent workers to support our warehouse operations. Workforce performance data, p. 81 2024 Form 10-K, p. 4			
	2-9	Governance structure and composition	A letter from the Chief Compliance and ESG Officer pp. 3-4 Leading responsibly, pp. 58-60 2024 Proxy Statement, pp. 3-4, 12-21 GXO Website			
	2-10	Nomination and selection of the highest governance body	2024 Proxy Statement, pp. 21, 24 Nominating, Corporate Governance and Sustainability Committee Charter Corporate Governance Guideline			
	2-11	Chair of the highest governance body	2024 Proxy Statement, p. 13			
	2-12	Role of the highest governance body in overseeing the management of impacts	A letter from the Chief Compliance and ESG Officer pp. 3-4 Leading responsibly, pp. 58-60 2024 Proxy Statement, pp. 24-27 Nominating, Corporate Governance and Sustainability Committee Charter			
	2-13	Delegation of responsibility for managing impacts	A letter from the Chief Compliance and ESG Officer pp. 3-4 Leading responsibly, pp. 58-60 2024 Proxy Statement, pp. 24-27 Nominating, Corporate Governance and Sustainability Committee Charter			
	2-14	Role of the highest governance body in sustainability reporting	A letter from the Chief Compliance and ESG Officer pp. 3-4 Leading responsibly, pp. 58-60 2024 Proxy Statement, pp. 24-27 Nominating, Corporate Governance and Sustainability Committee Charter			
	2-15	Conflicts of interest	The Board requires conflicts of interest to be disclosed. 2024 Proxy Statement, p. 23 Corporate Governance Guidelines Related Party Transaction Policy Insider Trading Policy			
	2-16	Communication of critical concerns	A letter from the Chief Compliance and ESG Officer pp. 3-4 Leading responsibly, pp. 58-60 Making the right decisions everyday, pp. 61-68 2024 Proxy Statement, pp. 19, 24-27 Code of Business Ethics p.24	2-16-b	Information unavailable or incomplete	The number of critical concerns is not currently tracked, but the Board meets with the Leadership Team monthly to provide guidance where needed.

GRI Standard	Disclosure	Location/response/comment	Omission			
			Requirement(s) omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	A letter from the Chief Compliance and ESG Officer pp. 3-4 Leading responsibly, pp. 58-60 2024 Proxy Statement, pp. 3-4, 12-21			
	2-18	Evaluation of the performance of the highest governance body	GXO's Board of Directors is committed to ensuring that its composition includes a range of expertise aligned with our company's business as well as fresh perspectives on strategy. One of the ways the Board acts on this commitment is through the thoughtful refreshment of directors when appropriate. GXO's Board of Directors also conducts an annual self-evaluation to assess the effectiveness of the Board as a whole, its committees, and individual directors. The process is led by the Nominating, Corporate Governance, and Sustainability Committee, which sets the evaluation criteria and ensures a thorough and constructive approach. In 2024, the Committee oversaw this evaluation, which included both qualitative and quantitative feedback gathered through structured self-assessments and discussion. The results confirmed that the Board and its committees continue to operate effectively, and no corrective actions were deemed necessary during the reporting period. Leading responsibly, pp. 58-60 2024 Proxy Statement, pp. 21, 23 Corporate Governance Guideline			
	2-19	Remuneration policies	2024 Proxy Statement, pp. 31-58 Compensation Committee Charter			
	2-20	Process to determine remuneration	GXO continues to assess the appropriate incorporation of ESG into executive compensation. 2024 Proxy Statement, pp. 31-33, 41-44 Compensation Committee Charter			
	2-21	Annual total compensation ratio	2024 Proxy Statement, pp. 50-51			
	2-22	Statement on sustainable development strategy	A letter from the Chief Compliance and ESG Officer pp. 3-4			
	2-23	Policy commitments	Making the right decisions everyday, pp. 61-68 Business Partner Code of Conduct Code of Business Ethics Human Trafficking Policy Third-Party Due Diligence See additional Ethics Policies See additional Governance Policies			
	2-24	Embedding policy commitments	Leading responsibly, pp. 58-60 Making the right decisions everyday, pp. 61-68			
	2-25	Processes to remediate negative impacts	Enabling the circular economy, pp. 18-20 Reducing our operational footprint, pp. 21-27 Putting safety first, pp. 30-37 Building a culture of belonging, pp. 46-51 Supporting and developing our people, pp. 38-45 Leading responsibly, pp. 58-60 Making the right decisions everyday, pp. 61-68 Business Partner Code of Conduct Code of Business Ethics See additional Governance Policies			

GRI Standard	Disclosure	Location/response/comment	Omission			
			Requirement(s) omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Putting safety first, pp. 30-37 Supporting and developing our people, pp. 38-45 Leading responsibly, pp. 58-60 Making the right decisions everyday, pp. 61-68 Business Partner Code of Conduct Code of Business Ethics See additional Governance Policies			
	2-27	Compliance with laws and regulations	Significant instances of non-compliance with laws and regulations would be listed in our 10-K, as required by the SEC. 2024 Form 10-K			
	2-28	Membership associations	Corporate Eco-Forum, Chartered Institute of Logistics and Transport in the UK, BCMPA, BFFF, UKWA, BWA, Cold Chain Federation, Retail Hive, Stowga, Construction Product Association, France Supply Chain, TLF, Polish Supply Management Leader, LEAD Network, AECOC, Asociacion UNO, CEMS			
	2-29	Approach to stakeholder engagement	Our material ESG topics, p. 12 Supporting and developing our people, pp. 38-45 2024 Proxy Statement, p. 33 GXO Materiality Assessment Overview			
	2-30	Collective bargaining agreements	2024 Form 10-K, p. 4	2-30-b	Confidentiality constraints	Employee agreements are confidential.
Material Topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our material ESG topics, p. 12 GXO Materiality Assessment Overview			
	3-2	List of material topics	Our material ESG topics, p. 12			
Belonging						
GRI 3: Material Topics 2021	3-3	Management of material topics	Our material ESG topics, p. 12 Building a culture of belonging, pp. 46-51 Making the right decisions everyday, pp. 61-68			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Workforce performance data, p. 81 2024 Proxy Statement, pp. 13-17 Board of Directors			
	405-2	Ratio of basic salary and remuneration of women to men	Building a culture of belonging, pp. 46-51 Gender Pay Gap Report			

GRI Standard	Disclosure		Location/response/comment	Omission		
				Requirement(s) omitted	Reason	Explanation
Talent Management						
GRI 3: Material Topics 2021	3-3	Management of material topics	Our material ESG topics, p. 12 Supporting and developing our people, pp. 38-45 Workforce performance data, p. 81			
GRI 404: Training and Education	404-1	Average hours of training per year per employee	Supporting and developing our people, pp. 38-45 Workforce performance data, p. 81			
	404-2	Programs for upgrading employee skills and transition assistance programs	Supporting and developing our people, pp. 38-45 Workforce performance data, p. 81			
Information Security						
GRI 3: Material Topics 2021	3-3	Management of material topics	Our material ESG topics, p. 12 Making the right decisions everyday, pp. 61-68			
GRI 418: Customer Privacy 2016	418—1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GXO reports material data privacy and information security breaches in our annual 10-K report . In 2024, there were none. Making the right decisions everyday, pp. 61-68			
Energy & GHG Emissions						
GRI 3: Material Topics 2021	3-3	Management of material topics	Our material ESG topics, p. 12 Enabling the circular economy, pp. 18-20 Reducing our operational footprint, pp. 21-27			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental performance data, pp. 79-80			
	302-3	Energy intensity	Environmental performance data, pp. 79-80			
	302-4	Reduction of energy consumption	Our material ESG topics, p. 12 Reducing our operational footprint, pp. 21-27 Environmental performance data, pp. 79-80			

GRI Standard	Disclosure	Location/response/comment	Omission			
			Requirement(s) omitted	Reason	Explanation	
Energy & GHG Emissions						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Our material ESG topics, p. 12 Reducing our operational footprint, pp. 21-27 Environmental performance data, pp. 79-80	305-1-c	Not applicable	GXO's operations do not emit biogenic CO2 emissions.
	305-2	Energy indirect (Scope 2) GHG emissions	Our material ESG topics, p. 12 Reducing our operational footprint, pp. 21-27 Environmental performance data, pp. 79-80	305-2-b	Information unavailable or incomplete	GXO does not track market-based emissions.
	305-3	Other indirect (Scope 3) GHG emissions	Environmental performance data, pp. 79-80	305-3-c	Not applicable	GXO's operations do not emit biogenic CO2 emissions.
	305-4	GHG emissions intensity	Environmental performance data, pp. 79-80			
Health & Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	Our material ESG topics, p. 12 Putting safety first, pp. 30-37 Building a culture of belonging, pp. 46-51 Supporting and developing our people, pp. 38-45 Creating impact through engagement, pp. 52-55 Making the right decisions everyday, pp. 61-68 Workforce performance data, p. 81			
GRI 403: Occupational Health & Safety 2018	403-1	Workers representation in formal joint management-worker health and safety committees	Putting safety first, pp. 30-37			
	403-2	Hazard identification, risk assessment, and incident investigation	Putting safety first, pp. 30-37 Making the right decisions everyday, pp. 61-68			
	403-3	Workers with high incidence or high risk of diseases related to their occupation	Putting safety first, pp. 30-37 Making the right decisions everyday, pp. 61-68			
	403-4	Health and safety topics covered in formal agreements with trade unions	Putting safety first, pp. 30-37 Making the right decisions everyday, pp. 61-68			
	403-5	Worker training on occupational health and safety	Putting safety first, pp. 30-37 Making the right decisions everyday, pp. 61-68			
	403-6	Promotion of worker health	Putting safety first, pp. 30-37 Making the right decisions everyday, pp. 61-68			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Putting safety first, pp. 30-37 Making the right decisions everyday, pp. 61-68			
	403-9	Work-related injuries	Putting safety first, pp. 30-37 Making the right decisions everyday, pp. 61-68 Workforce performance data, p. 81	403-9-b 403-9-f	Not applicable	GXO does not track or report the global total recordable incident rate or fatality rate for workers who are not employees.

GRI Standard	Disclosure		Location/response/comment	Omission		
				Requirement(s) omitted	Reason	Explanation
Employee Experience						
GRI 3: Material Topics 2021	3-3	Management of material topics	Our material ESG topics, p. 12 Putting safety first, pp. 30-37 Building a culture of belonging, pp. 46-51 Supporting and developing our people, pp. 38-45 Creating impact through engagement, pp. 52-55 Making the right decisions everyday, pp. 61-68 Workforce performance data, p. 81			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Workforce performance data, p. 81			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	All full-time employees, regardless of their employment location, are offered the full range of GXO employment benefits. Supporting and developing our people, pp. 38-45			
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	GXO aims to notify all impacted team members of operational changes as soon as practical as part of our commitment to comply with all required notice periods set forth in local, state and country-specific laws, including requirements and mandatory (minimum) notice periods in several jurisdictions. We aim to implement operational changes where work councils or employee representatives are present only after appropriate engagement with those works councils and employee representatives.			



SASB Reference Table

SASB Code	Accounting Metric	2024 Cross-Reference or Answer
Professional & Commercial Services		
Data security		
SASB - SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Making the right decisions everyday, pp. 61-68
SASB - SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Making the right decisions everyday, pp. 61-68
SASB - SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Except as required by law, GXO does not report this information. For more information on how GXO manages and mitigates against potential cybersecurity threats, please see Making the right decisions everyday, pp. 61-68
Workforce Diversity & Engagement		
SASB - SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Workforce performance data, p. 81 2024 Proxy Statement, pp. 13-17
SASB - SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Workforce performance data, p. 81
SASB - SV-PS-330a.3	Employee engagement as a percentage	Supporting and developing our people, pp. 38-45
Professional Integrity		
SASB SV-PS-510a.1	Description of approach to ensuring professional integrity	Making the right decisions everyday, pp. 61-68 Code of Business Ethics Corporate Governance Highlights
SASB SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	In June 2024, GXO's subsidiary entered into a confidential settlement agreement in connection with a dispute with a customer related to the 2018 start-up of a warehouse. As part of that agreement, the parties each denied the allegations and counterclaims asserted and agreed to a mutual release of claims in exchange for a \$45 million payment by GXO on July 5, 2024. GXO recognized a \$59 million expense for the year ended December 31, 2024, for the settlement, associated legal fees, and other related expenses. More information on legal proceedings are disclosed in Part 1, Item 3 Legal Proceedings of our 2024 Form 10-K .
Activity Metrics		
SASB SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Workforce performance data, p. 81
SASB SV-PS-000.B	Employee hours worked, percentage billable	This metric is not applicable to GXO's employment practices.

Performance Tables



Environmental

Environment ^{1,2}	2022	2023	2024
Energy consumption within the organization			
Total electricity, consumption, global (kWh)	429,790,184	404,383,106	397,983,241
Percentage renewable electricity	6.9%	13.5%	19.9%
Americas and Asia Pacific	160,113,529	164,517,582	171,913,720
Percentage renewable electricity	0.0%	2.0%	3.5%
U.K. & Ireland and Europe	269,676,655	239,865,524	226,069,521
Percentage renewable electricity	11.0%	21.4%	32.4%
Total diesel used by fleet, global (liters)³	60,198,773	63,842,393	59,851,544
Americas and Asia Pacific	6,275,959	5,738,956	4,856,086
U.K. & Ireland and Europe	53,922,814	58,103,437	54,995,458
Total natural gas consumption of facilities, global (m³)	15,835,425	19,325,634	18,389,648
Americas and Asia Pacific	10,286,684	11,263,405	12,067,530
U.K. & Ireland and Europe	5,548,741	8,062,229	6,322,118

	2022	2023	2024
Greenhouse gas emissions ^{4,5,6}			
Total Scope 1 & 2 GHG emissions, global (metric tons CO₂e)⁷	308,220	317,971	296,798
Scope 1, global	198,128	214,292	200,782
Americas and Asia Pacific	34,132	34,241	35,150
U.K. & Ireland and Europe	163,996	180,051	165,632
Scope 2, global	102,984	103,679	96,016
Americas and Asia Pacific	57,480	60,895	55,726
U.K. & Ireland and Europe	45,504	42,784	40,290
Scope 3, business travel, global (metric tons CO₂e)⁸	5,863	4,456	4,153
Americas and Asia Pacific	3,058	2,744	3,041
U.K. & Ireland and Europe	2,805	1,712	1,112
Emissions intensity (Scope 1 & 2) ⁹			
Emissions by net revenue (metric tons CO ₂ e per million USD in net revenue)	36.59	35.01	29.05
Emissions by net revenue (kg CO ₂ e per USD in revenue)	0.037	0.033	0.029

¹Data disclosed are for the associated year ended December 31, 2024. Data does not include Wincanton data due to regulatory firewall requirements at time of report writing. Wincanton data will be included in the following reporting year.

²Verification and limited assurance for energy consumption, Scope 1 and 2 emissions, and total non-hazardous waste data was provided by Grant Thornton for 2024 on a sample basis.

³Represents total diesel fuel within GXO's global fleet operations. Diesel data from the U.K. comes from internal accounting data platform, Lucanet, with the exception of legacy-Clipper data which comes from Finance and Procurement sources. 2023 diesel data for U.K. & Ireland and Europe restated due to prior inclusion of customer-purchased fuel upon newly awarded contract in 2023.

⁴GHG emissions were reported for operations where GXO has operational control. Emissions were calculated using GWP rates from the IPCC and country and source-specific emissions factors. Scope 1 and 2 emissions data is assured on a sample basis by Grant Thornton. For more information, see GRI 2-5 in the GRI Content Index.

⁵Our reported 2023 emissions do not include legacy PFS emissions for 2023. Legacy PFS Scope 1 and 2 emissions in 2023 were 918 and 3,636 metric tons CO₂e, respectively. The data and net revenue associated with PFS's partial year of operation within GXO in 2023 are not included in 2023 emission intensity metric.

⁶Our reported 2022 emissions do not include legacy Clipper emissions for 2022. In 2022, Clipper's scope 1 and 2 emissions totaled 29,065 metric tons CO₂e. The data and net revenue associated with Clipper's partial year of operation within GXO in 2022 are not included in 2022 emission intensity metric.

⁷2019 is the baseline year used for GXO's GHG emissions reductions goals. Global Scope 1 and Scope 2 emissions in 2019 were 230,442 metric tons CO₂e and 142,898 metric tons CO₂e, respectively.

⁸Represents only air and rail travel as reported by our corporate business travel providers and excludes air and rail travel booked directly with other companies. Carbon emissions from air and rail travel in the U.K. with travel agencies was estimated in 2024 using vendor specific emission factors estimated in 2023, due to the closure of a travel agency before emissions report could be generated.

⁹2024 net revenue basis excludes revenue related to acquisition of Wincanton. Emissions intensity ratio is based on GXO's Scope 1 and 2 emissions data without Wincanton-related emissions. Emissions by net revenue are rounded to the nearest hundredth for metric tons CO₂e/million USD, and the nearest thousandth for kg CO₂e/USD.



	2022	2023	2024
Waste			
Total waste associated with operations, global (metric tons)	150,610	177,098	164,071
Non-hazardous waste, global	140,274	173,196	162,218
Americas and Asia Pacific	44,662	40,047	42,537
U.K. & Ireland and Europe	95,611	133,149	119,682
Hazardous waste, global	10,337	3,902	1,853
Americas and Asia Pacific	19	10	12
U.K. & Ireland and Europe	10,318	3,892	1,841
Total non hazardous waste sent to landfill, global (metric tons)	29,908	31,315	36,753
Americas and Asia Pacific	23,580	23,036	22,288
U.K. & Ireland and Europe	6,328	8,279	14,465
Total non hazardous waste diverted from landfill, global (metric tons)	110,365	141,915	125,465
Americas and Asia Pacific	21,082	17,010	20,249
U.K. & Ireland and Europe	89,283	124,905	105,217
Non-hazardous waste landfill diversion rate, global (%)	78.7%	81.9%	77.3%
Americas and Asia Pacific	47.2%	42.5%	47.6%
U.K. & Ireland and Europe	93.4%	93.8%	87.9%

	2022	2023	2024
Facilities			
Total number of operating facilities¹⁰	979	974	926
Customer-owned or leased (and operated by GXO)	372	359	366
Americas and Asia Pacific	120	130	137
U.K. & Ireland and Europe	241	229	229
GXO-owned or leased	607	615	560
Americas and Asia Pacific	254	249	213
U.K. & Ireland and Europe	292	366	347
LED coverage, global (%)¹¹	61%	78%	80%
Americas and Asia Pacific	47%	80%	84%
U.K. & Ireland and Europe	75%	76%	77%
Total legacy Wincanton facilities			104

¹⁰ Number of facilities as of December 31, 2024. Wincanton sites are listed separately from total number of operating facilities.

¹¹ LED coverage is based on area of GXO-owned or leased facilities and does not include Wincanton sites, as data was not available at time of report writing.

Social^{1,2,3,4,5} - Workforce



	2022	2023	2024
Workforce			
Total employees	89,248	85,554	86,232
Permanent ⁶	85,789	82,841	83,536
Temporary ⁷	3,459	2,713	2,696
Full-time	80,524	76,333	77,118
Part time	8,724	9,221	9,114
Contractors⁸	45,919	39,912	42,886
Employees by region			
Americas and Asia Pacific	25,107	23,469	23,950
U.K.& Ireland and Europe	64,141	62,085	62,282
Employees by gender			
Women	32,091	30,390	30,127
Men	57,040	55,074	55,542
Undisclosed	117	90	563
Percent of employees from racially/ethnically diverse backgrounds (U.S. Only)⁹	66%	66%	68%

	2022	2023	2024
Employees by age			
Undisclosed ³			431
<30	18,018	16,428	15,585
30-50	44,964	44,601	46,628
>50	23,891	24,411	23,588
New employee hires by age			
Undisclosed ³			122
<30	14,043	10,501	10,051
30-50	15,430	12,714	13,571
>50	4,901	4,060	4,310
Total employee turnover rate^{10,12}	32.3%	30.2%	26.9%
Gender diversity in leadership^{11,12}			
Total women in leadership role		2,282	2,486
Percent of leadership roles occupied by women		27%	28%

¹ Data disclosed is for the associated year ended December 31. 2024 data does not include Wincanton PLC.

² Headcount is used except for contractors in U.K. & Ireland and Europe, where an FTE calculation is used.

³ Legacy PFS employees outside of the U.S. are not integrated into company headcount data model. Headcount collected via manual data capture as of December 31, 2024. Employees are assumed to be Permanent and Full time. Age and gender are undisclosed.

⁴ 2024 workforce data includes team members from legacy PFS, which could not be integrated into prior year data but in 2023 amounted to 5,163 team members between employees, temporary agency workers, and contractors.

⁵ Data does not include contractors or contingent workers unless otherwise stated.

⁶ Permanent refers to full-time and part-time employees at-will or with a contract for an indeterminate period. Includes legacy PFS employees outside of U.S.

⁷ Data is for fixed-term employees in U.K. & Ireland and Europe only.

⁸ Data represents contractors and contingent workers. In 2024, GXO changed the method used to count contractors. We moved from a head counting methodology to a full time employee (FTE) equivalent approach. By calculating the headcount as an FTE equivalent, this allows us to measure hourly workers in this category of the workforce, counting contingent workers as partial headcount where applicable (e.g., half the hours of a full-time employee as 0.5 headcount). Exceptions: Legacy-PFS contractors outside of the U.S. are not yet integrated into the data model. They are reported by headcount as of December 31, 2024, not FTE equivalent.

⁹ Percentage of regular U.S. employees that self-identify as being of a race and/or ethnicity other than white.

¹⁰ Spain fixed term employees are excluded.

¹¹ Women in supervisor and above roles across global operations. GXO employees only. New metric calculated in 2023.

¹² Legacy PFS employees outside of the U.S. not integrated into company data model are excluded

Social^{1,2} - Talent and Learning

	2022	2023	2024
Employee development			
Total learning hours ²	1,215,773	1,371,266	1,142,304
By gender			
Women	365,589	396,333	345,609
Men	849,741	974,448	796,009
Not specified	444	485	686
Average learning hours per employee	15.4	16	13
Average training and development spend per employee (\$)	\$392	\$426	\$427

¹ Data disclosed is for the associated year ended December 31, 2024. Data does not include Wincanton PLC.

² Learning hours excludes contractor training.

Social¹ - Health and Safety

	2022	2023	2024
Employee health and safety²			
Employee total recordable incident rate (TRIR)			
Americas and Asia Pacific	1.62	1.16	1.01
Employee fatalities			
Americas and Asia Pacific	1	1	0
U.K. & Ireland and Europe	0	1	0
Lost time incident rate (LTIR)			
Americas and Asia Pacific ³	1.43	0.97	0.77
U.K. & Ireland and Europe ⁴	2.40	2.14	1.94
Fleet safety			
Crash rate (per thousand miles)			
Americas and Asia Pacific	N/A	N/A	N/A
U.K. & Ireland and Europe ⁵		0.2	0.15
Number of road accidents and incidents			
Americas and Asia Pacific ⁶	68	65	65
U.K. & Ireland and Europe ⁵		72	49

¹ Data disclosed is for the associated year ended December 31.

² Rates are calculated based on 200,000 hours worked.

³ Americas and Asia Pacific LTIR is a subset of Total Recordable Incidents, including only those with Lost Time or Restrictions.

⁴ Rates take into account statutory requirements in various U.K. and European countries for time off after an incident.


⁵ GXO began using a new internal methodology in 2023 for calculating Vehicle Incident Reporting. The new methodology is based on an updated incident reporting threshold and will result in lower figures moving forward. In 2023, under the new methodology, crash rate (per thousand miles) in U.K. & Ireland and Europe was 0.2, and the number of road accidents and incidents was 72. GXO will be using the new methodology to report fleet safety in 2024 and subsequent years.

⁶ All accidents for Department of Transportation drivers in the U.S. and equivalent in countries outside of the U.S. in the Americas and Asia Pacific region.



GXO 2024 UN SDG Index



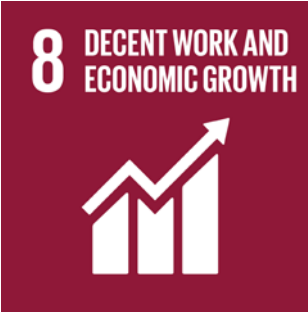
GXO is committed to the United Nations Sustainable Development Goals (SDGs), a global call to action to end poverty, improve health and education, reduce inequalities, spur economic growth and tackle climate change. In this index, we summarize some of the ways GXO contributes to specific SDGs and their targets and provide links to read more about our efforts.

UN SDG Goal	Target	Target Description	GXO Activity, Initiative, or Goal	Reference
 <p>SDG 3: Good Health and Well-Being</p> <p>Ensure healthy lives and promote well-being for all at all ages</p>	3.4	By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	<p>At GXO, we understand that the success of our organization is in large part driven by the overall wellness of our workforce. This includes their physical and mental health as well as their financial well-being. There is a direct correlation between the success of our organization and the wellness of our workforce. For us, wellness entails many factors, including physical and mental health, as well as financial security. For example, GXO certified 560 U.K. & Ireland employees as Mental Health First Aid trainers through Succeed at GXO.</p> <p>At GXO, we see mental health as a vital part of well-being. Throughout the year, we take the time to remind our team members of the resources available to them and how GXO is a safe space. Site activations around Mental Health Awareness Month in May and Mental Health Awareness Day on October 10 served as focal points.</p>	Supporting and developing our people, pp. 38-45
	3.6	By 2020, halve the number of global deaths and injuries from road traffic accidents	<p>GXO's Road to Zero initiative is our company-wide pursuit of zero occupational injuries and illnesses. We take a continuous improvement approach to the program and regularly adjust tactics to expand the program's reach while reinforcing mechanisms for compliance, accuracy, and transparency, allowing us to better protect all colleagues.</p> <p>In 2024, the Americas and Asia-Pacific region introduced new approaches to training and safety education. A multi-site trial leveraged our existing digital training platform to deliver and evaluate the effectiveness of new safety modules.</p> <p>Also in 2024, we recorded 60 sites in the U.K. & Ireland and Europe, and 45 sites in the Americas and Asia Pacific region with more than 1,000 days since their most recent recordable incident.</p>	Putting safety first, pp. 30-37
	3.8	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	<p>We were focused on raising awareness of GXO's benefits for our gamechangers. In the U.K. & Ireland, we continued our MyBenefits Roadshow, where we set up tables at sites to make team members aware of the online portal, which showcases all their benefits. For our gamechangers in the United States, we collaborated with benefits partners to deliver programs that go above and beyond the mandated benefits of health insurance or other state benefit programs.</p> <p>Our benefits vary by country but include:</p> <ul style="list-style-type: none"> • Comprehensive healthcare and disability insurance • Supplemental insurance • Employee assistance programs • Profit sharing • Retirement plans <p>For example, in 2024, we rolled out Hello Heart, a digital solution to monitor the cardiac health of our employees. Hello Heart is an AI-driven mobile application that provides users with access to many features, including personalized digital coaching. We also deployed a musculoskeletal solution, HingeHealth, to monitor and improve musculoskeletal health. This solution focuses on pain management and considers co-existing health conditions.</p>	Supporting and developing our people, pp. 38-45




UN SDG Goal	Target	Target Description	GXO Activity, Initiative, or Goal	Reference
 <p>SDG 5: Gender Equality</p> <p>Achieve gender equality and empower all women and girls</p>	5.1	End all forms of discrimination against all women and girls everywhere	<p>By addressing topics such as human rights, anti-corruption and bribery, anti-discrimination, and workplace safety, GXO's Code of Business Ethics (COBE) and supporting policies outline our expectations for ethical business practices. We are committed to fighting discrimination and harassment and work continually to maintain a healthy and equitable work environment. Any unlawful treatment of job applicants, interns or employees by a GXO employee, business partner or customer is strictly prohibited, and GXO takes all reports of related infractions seriously. Any employee determined to be guilty of harassment, discrimination or retaliation against coworkers will be subject to disciplinary action up to and including termination.</p>	<p>Making the right decisions every day, pp 61-68</p> <p>Code of Business Ethics</p> <p>No Discrimination Policy</p>
	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	<p>GXO is committed to building an exceptional workforce that reflects our principles of belonging. To support this vision, we have implemented a range of programs, strategic partnerships, and employee networks that promote career advancement for women—leaders who are continually shaping and redefining our organizational landscape. In Europe, for instance, our collaboration with the LEAD Network focuses on attracting, retaining, and advancing women through education, leadership, and business development. In the United States, we partnered with AWESOME in 2024, a leadership community dedicated to growing women's expertise in supply chain operations and management.</p> <p>In 2024, we also launched Women in Logistics, GXO's women's development program, first in the United Kingdom and then to operations in Europe. In its inaugural launch, we ran four cohorts with an average of 16 participants per group. We plan to expand the number of cohorts to five in 2025.</p>	<p>Building a culture of belonging, pp. 46-51</p>
 <p>SDG 7: Affordable and Clean Energy</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix	<p>Renewable and energy-efficient systems provide wins across the board, providing the opportunity to reduce costs and carbon emissions at our sites.</p> <p>To complement our global energy-reduction efforts, we increasingly procure energy from renewable sources. GXO obtained 20% of our global electricity from renewable sources in 2024. Our Spain facilities operate on 100% renewable electricity generated by on-site solar panels and renewable energy from the grid.</p> <p>Currently, we are exploring optimal investments for renewable energy at sites where we manage utility contracts. We partner with our customers to source renewable grid energy, and we work with landlords and other stakeholders to select on-site generation solutions. Installing solar panels across our warehouses, for example, benefits landlords by increasing the value of the properties we operate while supporting our larger emissions reduction strategy.</p>	<p>Reducing our operational footprint, pp. 21-27</p>
	7.3	By 2030, double the global rate of improvement in energy efficiency	<p>In 2024, one year ahead of schedule, we successfully surpassed our target of having at least 80% of GXO warehouses equipped with energy-efficient LED lighting. This milestone was achieved through a combination of retrofitting existing facilities and strategically leasing buildings that were already outfitted with LED systems.</p> <p>In addition to our lighting upgrades, we continue to lead the way in sustainable operations by implementing a range of low-carbon energy solutions across our warehouses. These include solar photovoltaic systems, sensor-driven LED lighting, heat pumps, voltage reduction technologies, and water-efficient fixtures, all of which contribute to our ongoing commitment to reducing our environmental impact.</p> <p>GXO is also focused on using energy-efficient, low-carbon equipment in our operations. Our forklifts and other PITs run on a spectrum of fuels, from liquid propane to electrified lead acid and lithium ion batteries. Charging infrastructure can also help reduce energy consumption. At our sites in Mexico, GXO has converted 53% of PIT chargers from conventional chargers to fast chargers.</p>	<p>Reducing our operational footprint, pp. 21-27</p>




UN SDG Goal	Target	Target Description	GXO Activity, Initiative, or Goal	Reference
 <p>SDG 8: Decent Work and Economic Growth</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	<p>Both emerging and established technologies contribute to a safer workplace and a more accurate, consistent monitoring of safety indicators. In 2024, we deployed two technologies to support the Road to Zero. Dexory inventory bots were introduced to handle nightly inventory verification, scanning each pallet or case. The Intelligent Box Opening Device (CASI-IBOD) automates the process of cutting open cardboard boxes, making merchandise easier to locate and prepare for packaging in warehouses and fulfillment centers, or “pick-ready.”</p> <p>With our focus on technology and automation, we also provide secure systems and data that are integral to protecting our customers and employees.</p>	Putting safety first, pp. 30-37
	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	<p>At GXO, we strive to ensure that all colleagues benefit from our emphasis on belonging. In 2024, GXO received the UNI/PdR 125:2022 certification for its Italian operations. This certification helps organizations promote gender parity by structuring their inclusion management practices to establish and monitor specific initiatives for improvement. The certification process was initiated by GXO in September 2023 in collaboration with the Winning Women Institute, involving an in-depth audit of gender representation in the company in Italy and the development of a plan to meet certification standards.</p>	Building a culture of belonging, pp. 46-51
	8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<p>At GXO, we believe in respecting human rights and the dignity of all people through our business practices and everyday engagements. Everywhere we operate, we comply with all laws that govern fair employment and labor practices, which include the freedom of association and collective bargaining. GXO does not tolerate any conduct that contributes to or encourages child labor, human trafficking, forced labor, or any other human rights violation.</p> <p>GXO supports government policies that combat human rights violations and we hold our customers, suppliers, and subcontractors to the same standards. All new third-party contracts, regardless of their geographical origin, include language that states they (and their subcontractors and suppliers) shall comply with all anti-slavery, forced labor, and human trafficking laws and regulations, including the UFLPA, U.K. Modern Slavery Act and the French Law No. 2017-399 2017, which covers the corporate duty of vigilance for parent and instructing companies.</p> <p>We plan on publishing our U.K. Modern Slavery Statement for the 2024 calendar year in July 2025. We are aware of additional emerging legislative requirements and continue to monitor these developments globally.</p> <p>GXO employees complete approximately five hours of ethics and compliance coursework throughout the year. Topics include:</p> <ul style="list-style-type: none"> • Our COBE • Trade compliance • Quarterly information security refreshers • Building a respectful workforce • Data privacy • Modern slavery 	<p>Making the right decisions every day, pp. 61-68</p> <p>U.K. Modern Slavery Statement</p> <p>Human Trafficking Policy</p>
	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	<p>GXO has further strengthened its governance processes to promote a safer workplace by expanding the use and application of safety-related data. Operational leadership reviews this data monthly through multiple channels, fostering collaboration with health and safety teams and yielding measurable results. This enhanced data-driven approach supports more informed decision-making, enabling us to proactively identify risks, refine safety protocols, and continuously improve overall safety performance.</p> <p>Everywhere we operate, we comply with all laws that govern fair employment and labor practices, which include the freedom of association and collective bargaining. GXO does not tolerate any conduct that contributes to or encourages child labor, human trafficking, forced labor, or any other human rights violation.</p> <p>GXO tracks a wide range of health and safety metrics and we consistently aim to be best-in-class and to outperform the industry benchmarks as defined by the Occupational Safety and Health Administration (OSHA) in the U.S.</p> <p>We base all GXO occupational health and safety (OH&S) policies and procedures on globally accepted standards, and we internally audit our sites.</p> <p>In 2024, GXO’s U.K. & Ireland teams revitalized their Engagement Ambassador Network—now nearly 300 team members strong—bringing together colleagues from diverse roles, including operations, transport, HR, finance, administration, and health and safety.</p>	<p>Putting safety first, pp. 30-37</p> <p>Supporting and developing our people, pp. 38-45</p> <p>U.K. Modern Slavery Statement</p> <p>Human Trafficking Policy</p>




UN SDG Goal	Target	Target Description	GXO Activity, Initiative, or Goal	Reference
 <p>SDG 9: Industry, Innovation and Infrastructure</p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	<p>GXO is rapidly expanding our repair and refurbishment capabilities by leveraging advanced data-driven insights and technology. Our robust warehouse and returns management systems enable efficient assessment and redirection of returned items, unlocking value in growing secondary markets.</p> <p>At the same time, we remain focused on minimizing our environmental footprint while supporting our customers' sustainability goals. In 2024, we made significant progress toward our five global environmental targets—achieving an 80% landfill diversion rate and completing LED lighting upgrades in 80% of our global operations, one year ahead of schedule. We look forward to continued collaboration with all stakeholders as we strive to meet our collective ESG ambitions.</p> <p>At GXO, advancing circularity within our own operations is central to how we deliver on our own sustainability strategy. From reusing surplus equipment in our operations to phasing out single-use plastic consumables at local sites, we're embedding circular principles across our operations to reduce waste, extend asset lifecycles, and drive smarter resource use. When our warehouse operations change from one customer to another, we focus on reusing equipment. Team members in U.K. & Ireland have also created a group on our employee intranet that allows sites to post items they're looking for and items they have in surplus, helping to facilitate the efficient procurement and recycling of equipment.</p>	<p>Enabling a circular economy, pp. 18-20</p> <p>Reducing our operational footprint, pp. 21-27</p>
	9.5	Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	<p>We work with our customers to develop innovative, sustainable solutions that help them better serve their customers, achieve their own environmental goals, and dramatically decrease costs. Our efforts include finding the most sustainable ways to get products to end consumers and returned products into the hands of the next consumer. The improved efficiencies in delivering products to consumers, including product returns, can decrease the need for excess manufacturing and reduce overall waste.</p> <p>GXO is rapidly expanding our capacity for repair and refurbishment, incorporating the latest data-driven insights and technology. We leverage robust warehouse and returns management systems to ensure the quick assessment and direction of returned items toward repair or refurbishment, tapping into the potential of growing secondary markets.</p> <p>We're accelerating our deployment of proven automation solutions across our global footprint, while staying on the cutting edge of R&D of operational robotics, automation, and AI. To globalize our legacy R&D efforts, we'll leverage our regional teams' well-established relationships and apply what we've learned from trialing and implementing automation across our global network of warehouses. By sharing best practices across teams, oceans, and language barriers, we expect we will increase our automation differentiation enormously over the coming years.</p>	<p>Enabling a circular economy, pp. 18-20</p> <p>Reducing our operational footprint, pp. 21-27</p>



UN SDG Goal	Target	Target Description	GXO Activity, Initiative, or Goal	Reference
 <p>SDG 12: Responsible Consumption and Production</p> <p>Ensure sustainable consumption and production patterns</p>	12.2	By 2030, achieve the sustainable management and efficient use of natural resources	<p>At GXO, we are committed to reducing the environmental impact of both our operations and those of our customers. With evolving regulations increasing costs for packaging production, use, and disposal worldwide, the demand for innovative, sustainable packaging solutions has never been greater.</p> <p>Our teams have responded by reimagining packaging processes to cut waste and improve sustainability. For example, at our Selby site in the U.K., replacing 29% of cardboard shoeboxes with fully recyclable polybags significantly reduced environmental impact while delivering cost savings to customers. In Stoke, U.K., we introduced an innovative pallet-loading method that eliminates excess shrink wrap, reducing single-use plastic waste. Additionally, GXO teams in California and Texas replaced virgin HDPE plastic air bubbles with EcoPack, a recycled paper alternative, to cushion e-commerce orders—supporting customers’ sustainability goals while enhancing end-user satisfaction.</p>	<p>Enabling a circular economy, pp. 18-20</p> <p>Reducing our operational footprint, pp. 21-27</p>
	12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	<p>Across our global operations, GXO’s waste diversion programs continue to achieve high levels of success. In 2024, our global programs diverted 77% of the total waste generated from landfills—exceeding the target of 80% set for 2025. In Europe, we diverted nearly 88% of the waste, while the AMAPAC region achieved a diversion rate of approximately 48%.</p> <p>Regional variations in waste management practices arise due to differences in operational scale, waste streams, and available resources. To address these variations, waste service providers collaborate closely with individual sites to develop tailored segregation strategies that optimize recycling outcomes and maximize rebate potential. Across all GXO locations, we remain committed to advancing toward a zero-waste future by adhering to the principles of the waste hierarchy: reduce, reuse, and recycle.</p>	<p>Reducing our operational footprint, pp. 21-27</p>
	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	<p>We collaborate closely with our customers to design innovative, sustainable logistics solutions that enhance their service to end consumers, support their environmental objectives, and help lower costs. Our approach often includes identifying the most sustainable methods to deliver products to consumers and to manage product returns—ensuring that returned goods are efficiently reintegrated into the supply chain. These enhanced logistics processes not only reduce excess manufacturing costs for our customers but also minimize their overall waste.</p> <p>At GXO, our goal is to reduce the environmental impact of our operations and those of our customers. By enabling a circular economy, we are actively supporting efforts to reduce, repair, reuse, and recycle—creating long-term value for our customers and the planet.</p>	<p>Enabling a circular economy, pp. 18-20</p> <p>Reducing our operational footprint, pp. 21-27</p>
	12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	GXO is committed to helping our customers achieve their ESG goals. Along with involving our customers in our Impact Ambassadors program, GXO reports on its greenhouse gas emissions and waste generation annually. We have also made progress toward achieving our own five global environmental targets.	<p>How we do it: The ESG difference, pp. 10-14</p> <p>Enabling the circular economy pp. 18 - 20</p> <p>Reducing our operational footprint pp. 21 - 27</p>
	12.8	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	<p>Although biodiversity has not surfaced as a material topic for GXO, we are motivated by our values of protecting natural resources and enhancing biodiversity. In urban and rural locations alike, we seek out new ways to enliven local habitats and the many species that call them home.</p> <p>Example initiatives include using sheep to naturally landscape our grounds, insect hotels, green walls, birdhouses, and beehives. Employees also take part in beach cleaning projects and tree planting efforts.</p>	<p>Reducing our operational footprint, pp. 21-27</p>



UN SDG Goal	Target	Target Description	GXO Activity, Initiative, or Goal	Reference
 <p>SDG 13: Climate Action</p> <p>Take urgent action to combat climate change and its impacts</p>	13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	<p>GXO empowers our customers to achieve their environmental objectives while pursuing our own. In 2024, our emissions intensity by revenue decreased 12% compared to 2023, continuing its downward trend since 2019. We have decreased our absolute global Scope 1 and 2 emissions by 21%, or approximately 76,542 metric tons of CO₂e, from our 2019 baseline year—equivalent to taking more than 17,850 gasoline-powered passenger vehicles off the road for a year.*</p> <p>*This calculation was based on the estimated emissions of 76,542 metric tons of Carbon Dioxide or CO₂ Equivalent. This conversion was sourced from the EPA's Greenhouse Gas Equivalencies Calculator.</p>	Reducing our operational footprint, pp. 21-27
	13.2	Integrate climate change measures into national policies, strategies and planning	We report on our global greenhouse gas emissions and have committed to environmental targets to measure our progress in managing and reducing our impact on climate change.	Our material ESG issues, p. 13 How we do it: The ESG difference, pp. 10-14 Environmental: Changing the game in sustainability by redefining logistics, pp. 16-27
	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Through the expansion of the ESG Impact Ambassador Program in 2024, we created a network of approximately 430 individuals passionate about promoting responsible business practices, championing environmental sustainability, and making a positive social impact. Together, our ambassadors gather comprehensive ESG information from GXO sites and help ensure widespread engagement with our various ESG activities. Their efforts serve to drive measurable progress at the site level and ultimately share best practices with ambassadors at other sites.	Our ESG approach, pp. 14-15



Disclaimer

Forward-Looking Statements

This report includes forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements other than statements of historical fact are, or may be deemed to be, forward-looking statements, including our targets of (i) 80% global operations using LED lighting by 2025, (ii) 80% global landfill diversion rate by 2025, (iii) 50% renewable electricity globally by 2030, (iv) reducing greenhouse gas emissions (Scopes 1 & 2) by 30% by 2030 vs. 2019 baseline, (v) 100% carbon neutral (Scopes 1 & 2) by 2040, (vi) reducing Total Recordable Incident Rate by 15% vs. 2022 baseline in Americas and Asia Pacific operations, (vii) reducing Lost Time Incident Rate by 15% vs. 2022 baseline in U.K. and European operations. In some cases, forward-looking statements can be identified by the use of forward-looking terms such as “anticipate,” “estimate,” “believe,” “continue,” “could,” “intend,” “may,” “plan,” “potential,” “predict,” “should,” “will,” “expect,” “objective,” “projection,” “forecast,” “goal,” “guidance,” “outlook,” “effort,” “target,” “trajectory” or the negative of these terms or other comparable terms. However, the absence of these words does not mean that the statements are not forward-looking. These forward-looking statements are based on certain assumptions and analyses made by the company in light of its experience and its perception of historical trends, current conditions and expected future developments, as well as other factors the company believes are appropriate in the circumstances. These forward-looking statements are subject to known and unknown risks, uncertainties and assumptions that may cause actual results, levels of activity, performance or achievements to be materially different from any future results, levels of activity, performance or achievements expressed or implied by such forward-looking statements. Factors that might cause or contribute to a material difference include, but are not limited, the risks discussed in our filings with the Securities and Exchange Commission. All forward-looking statements set forth in this report are qualified by these cautionary statements and there can be no assurance that the actual results or developments anticipated by us will be realized or, even if substantially realized, that they will have the expected consequences to or effects on us or our business or operations. Forward-looking statements set forth in this report speak only as of the date hereof, and we do not undertake any obligation to update forward-looking statements to reflect subsequent events or circumstances, changes in expectations or the occurrence of unanticipated events, except to the extent required by law.

