2025 IMPACT REPORT

EXECUTIVE SUMMARY

Who we are

GXO: Logistics at full potential

This document is a summary of our 2025 Impact Report highlighting GXO's strategy, commitments and progress in ongoing ESG priority areas. Our full 2025 Impact Report with GRI, SASB and UN SDG Indexes can be found here.

Additional ESG-related policies can be found on our Ethics page.

Numbers that matter

150,000+
team members

1,000+
warehouse locations

27
countries of operation

$13.2 billion
in revenue in 2025

~30%
of Fortune 100 companies are customers

220 million+
square feet of warehouse space

Industries served by GXO

- 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

ESG at GXO

Doing business the right way

GXO views ESG as both a commitment and a competitive strength, which is why we integrate ESG across all areas of our operations. Ultimately, we help our customers realize their own objectives through novel, customized logistics solutions 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.

Evolving our ESG strategy

To keep pace with the rapidly evolving ESG landscape, we continued to evolve our ESG strategy in 2025 by conducting a Corporate Sustainability Reporting Directive (CSRD)-aligned double materiality assessment and a climate risk assessment. These initiatives were paramount to ensuring that our business continues to serve its people and communities as effectively as possible and demonstrate our proactive approach to disclosure and compliance with regional regulations.

Seven material topics were identified through the double materiality assessment, largely aligning with our previous impact materiality assessment.

Energy - Our use of energy in operations and its exposure to cost, supply, and transition risks, as well as opportunities to improve efficiency and adopt renewables.

Climate change - Our carbon emissions and exposure to regulatory, market, and physical risks related to climate change that may affect operations and assets.

Employee engagement - Our approach to talent management, workplace culture, and belonging to support employee development, retention, well-being, and an inclusive working environment.

Health and safety - Our management of safe working conditions across operations through compliance with health and safety regulations, effective safety governance and systems, and the provision of employee safety training.

Cyber security - Our protection of information systems and data to safeguard employee and consumer personal information, prevent unauthorized access, and reduce the risk of data breaches, fraud, and misuse.

Ethical business practices - Our approach to preventing corruption, ensuring transparent governance, protecting whistleblowers, and maintaining compliance with laws and regulations to uphold integrity and trust.

Human rights and labor - Our provision of fair, safe, and compliant working conditions that respect labor rights and protect team members from abuse, insecurity, and exploitation.

"At GXO, we believe that doing well and doing good are not competing ambitions—they are complementary drivers of long-term resilience and value creation. In 2025, we strengthened the foundations that make this possible by deepening our climate governance, investing in our people, and building the data-driven insights that help us and our customers make better decisions.

As we scale as One GXO, sustainability remains central to how we operate, innovate, and deliver lasting impact across our global business."

Meagan Fitzsimmons
Chief Compliance and ESG Officer

2025 performance

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

Environmental goals: Reduce our environmental impact

TARGET	PROGRESS[1]
80% global operations using LED lighting by 2025	**ACHIEVED** **88%** global operations using LED lighting
80% global landfill diversion rate by 2025	**ACHIEVED** **80%** global landfill diversion rate
30% GHG emissions (Scopes 1 & 2) reduction by 2030 vs. 2022 baseline	**21.5%** GHG absolute emissions reduction since 2022
50% renewable electricity globally by 2030	**22%** renewable electricity used globally
100% carbon neutral (Scopes 1 & 2) by 2040	**32%** emissions reduction by net revenue since 2022

Social goals: Be an employer of choice

TARGET	PROGRESS[1]
In our Americas and Asia-Pacific operations, reduce total recordable incident rate (TRIR) by 15% by 2027 vs. 2022 baseline	**ACHIEVED** **47%** reduction in TRIR in Americas and Asia-Pacific operations since 2022
In our U.K. & Ireland and European operations, reduce the lost time incident rate (LTIR) by 15% by 2027 vs. 2022 baseline	**ACHIEVED** **29%** reduction in LTIR in U.K. & Ireland and Europe operations since 2022
Provide a clear and rewarding career path for all employees	Over **1.7 million** total learning hours Provided an average of **19** learning hours per employee
Build a culture of belonging	Expanded regional partnerships to enhance work opportunities for people with disabilities

Governance goals: Uphold ethical business practices

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

[1] Numbers presented throughout this report may not be exact due to rounding.

ENVIRONMENTAL

How GXO is reducing our operational footprint

In 2025, we made meaningful progress toward achieving our environmental targets.

Progress on our environmental targets

80% global operations using LED lighting by 2025

SURPASSED TARGET

80% global landfill diversion rate by 2025

ACHIEVED TARGET

50% renewable energy globally by 2030

44% to target

30% Scope 1 and 2 GHG emissions reduction by 2030

71% to target

Carbon neutral (Scopes 1 and 2) by 2040

We align our operational policies and procedures with ISO 14001 standards, creating a unified strategy that aligns with local environmental regulations and evolving customer expectations.

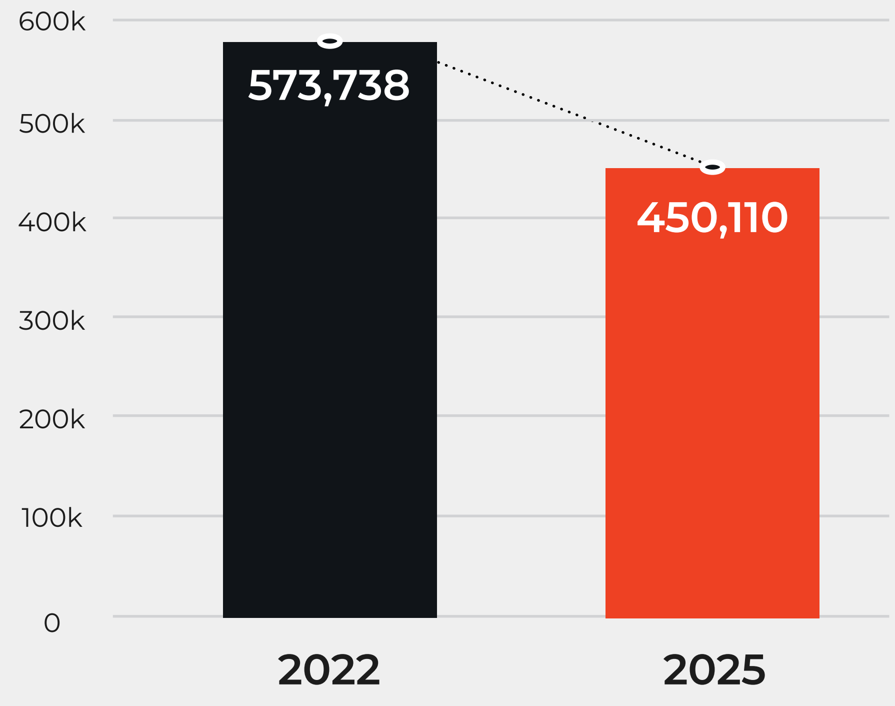
Our path to carbon reduction

As our operations expand, we continue working to lower our Scope 1 and 2 greenhouse gas (GHG) emissions through:

- Building efficiency solutions
- LED lighting
- Use of renewable energy and biofuels

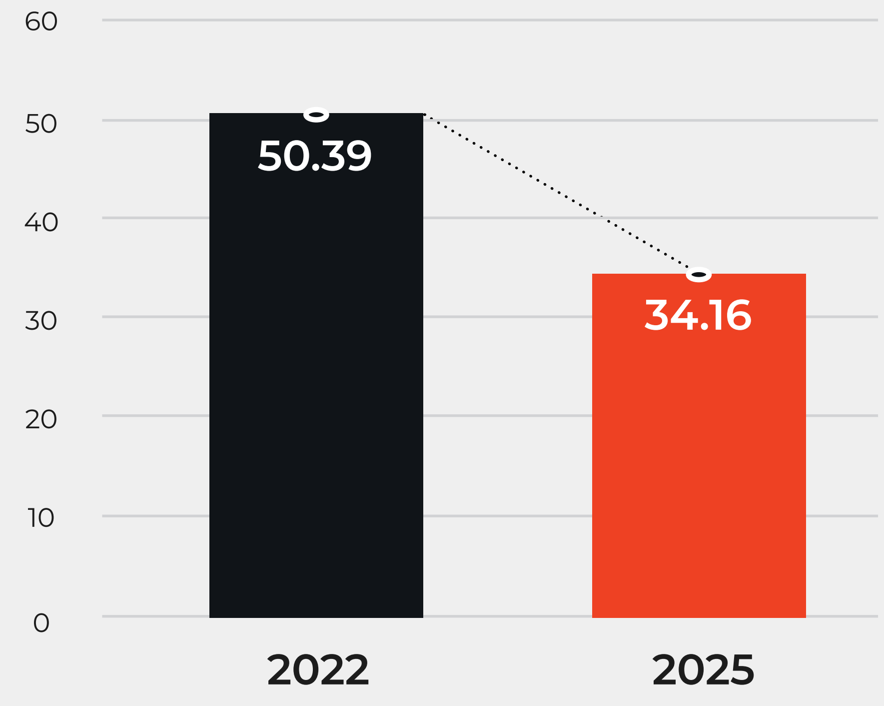
Global emissions performance over baseline

2022 and 2025 absolute Scope 1 and 2 emissions (metric tons CO2e)



21.5% Reduction since 2022

2022 and 2025 emissions by net revenue (metric tons Scope 1 & 2 CO2e per million USD revenue)



32% Reduction since 2022

GXO revised its emissions calculation methodology in 2025. As a result, prior-year figures could not be fully restated on a comparable basis. For methodology details and prior-year comparisons under the former approach, refer to the Performance data tables.

Renewables

We increasingly procure energy from renewable sources to support our global energy reduction efforts. In 2025, GXO obtained 22% of our global electricity from renewable sources.

Our sites in Spain operate on 100% renewable electricity generated by on-site solar panels and renewable energy from the grid.

SPOTLIGHT

Scaling solar across our operations

The Americas and Asia-Pacific

In Singapore, GXO activated a 1.5MW solar PV system at one of our warehouses, delivering roughly 57% of the site's electricity.

Europe

We activated solar PV systems at two sites in Italy:

Faenza – covering 23% of the site's electricity

Colleferro – contributing to over 25% of the site's total energy consumption

Reducing and diverting waste

GXO's waste diversion programs continue to achieve strong results across global operations.

Waste management approaches vary by region, reflecting differences in scale, waste composition, and available infrastructure, which is why our waste service providers work closely with individual sites to develop tailored segregation strategies. Across all locations, GXO remains committed to a zero-waste future, guided by the principles of the waste hierarchy: **reduce**, **reuse**, and **recycle**.

80% Globally	**59%** Americas and Asia-Pacific	**88%** U.K. & Ireland and Europe

Fleet and transportation

GXO maintains trucking fleets in regions that allow us to complement storage with shipping. As these vehicles account for most of our Scope 1 GHG emissions, they present significant opportunities to reduce our environmental impact.

We actively seek new approaches to more sustainable trucking, including:

- Optimizing load capacity
- Mapping more fuel-efficient routes using AI tools
- Enforcing anti-idling rules
- Training drivers in fuel-efficient techniques

We also continue to transition to alternative fuel sources. While our fleet still primarily consists of diesel vehicles, we are expanding the use of cleaner alternatives where infrastructure and operations allow. GXO additionally has over 5,500 company cars in its European and U.K. & Ireland operations: **70% of these are electric vehicles**.

Climate governance and risk management

In 2025, we conducted our inaugural climate risk assessment, utilizing industry-leading frameworks to quantify potential impacts across short-, medium-, and long-term horizons.

Although our current exposure is measured as low, we are strengthening site resilience and accelerating investments in renewable energy, electrification, and efficiency to address evolving transition risks. By treating climate change as both a risk to manage and an opportunity to innovate, we are working to ensure that GXO remains a resilient and trusted partner for our customers in a low-carbon future.

For more information on our climate risk assessment process and results, please see the Climate Related Financial Disclosure.

SOCIAL

Changing the game for our people and communities

We are dedicated to being an employer of choice for our network of over 150,000 colleagues at GXO. This commitment guides everything we do, whether it's our talent strategy, safety approach, expansive opportunities to cultivate belonging, or our engagement with the communities where we live and work.

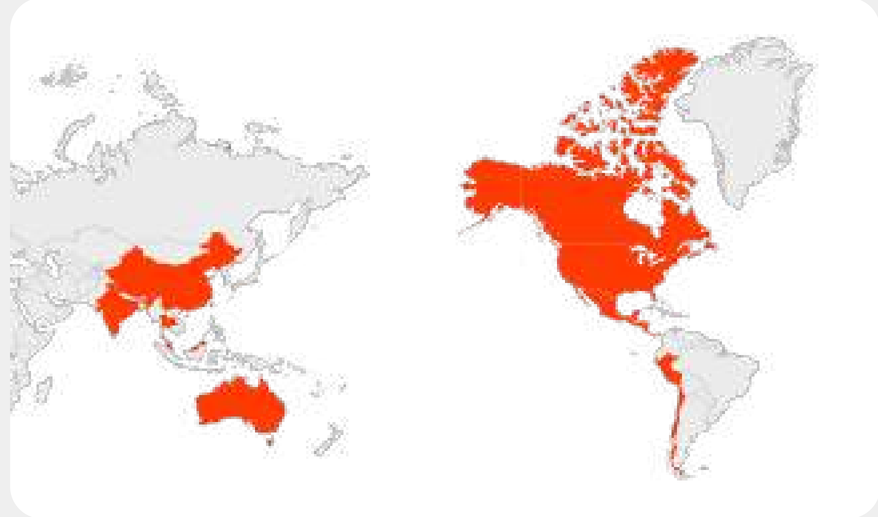
Putting safety first

At GXO, "Be Safe" is the first of our company values for good reason: we want every team member to return home in the same condition they arrived. This commitment is embodied in our Road to Zero initiative, our company-wide drive to achieve zero occupational injuries and illnesses through a sustained culture of safety. Our 2025 efforts have focused on:

- Expanding leadership safety training
- Increasing the use of data, AI, and leading indicators to identify and address risk proactively
- Establishing site-specific safety committees and programs
- Leveraging automation and robotics to reduce manual risk exposure
- Strengthening employee input and engagement in safety decision-making

Progress on our health and safety targets

GXO has successfully met its targets and continues to demonstrate consistent year-over-year improvements.



TARGET

In our Americas and Asia Pacific operations, reduce TRIR by 15% by 2027 vs. 2022 baseline

2025

0.85 Total Recordable Incident Rate

47% reduction from 2022

In 2025, Americas and Asia Pacific operations recorded **190 sites** as being **recordable incident-free**.

TARGET

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

2025

1.74 Lost Time Incident Rate

29% reduction from 2022

In 2025, U.K. & Ireland and European operations recorded **254 sites** that were **lost-time incident-free**.

As of 2025, **100%** of our sites are covered by an ISO 45001-aligned occupational health and safety management system.

Supporting and developing our people

As a global logistics provider, our success depends on attracting, retaining, and developing talent at every level. Central to this is GXO University, our workforce development platform built around the principle of internal mobility. GXO University is structured around five distinct colleges, each aligned to a different stage of the employee lifecycle: Launch at GXO, Succeed at GXO, Empower at GXO, Grow at GXO, and Lead at GXO.

Total learning hours

over 1.7 million

Average learning hours per employee

19 hours

Listening to employee feedback

In 2025, the GXO Pulse survey, our annual engagement survey to wired employees, achieved a record 67% participation rate!

Particular areas highlighted by employees include:

Belonging: I benefit from the strong teamwork and positive relationships with colleagues.

Careers: I'm energized by the opportunities for growth and challenging and meaningful work.

Safety: I value the strong commitment to safety.

Highest ever **response rate**
Job satisfaction remains high

Building a culture of belonging

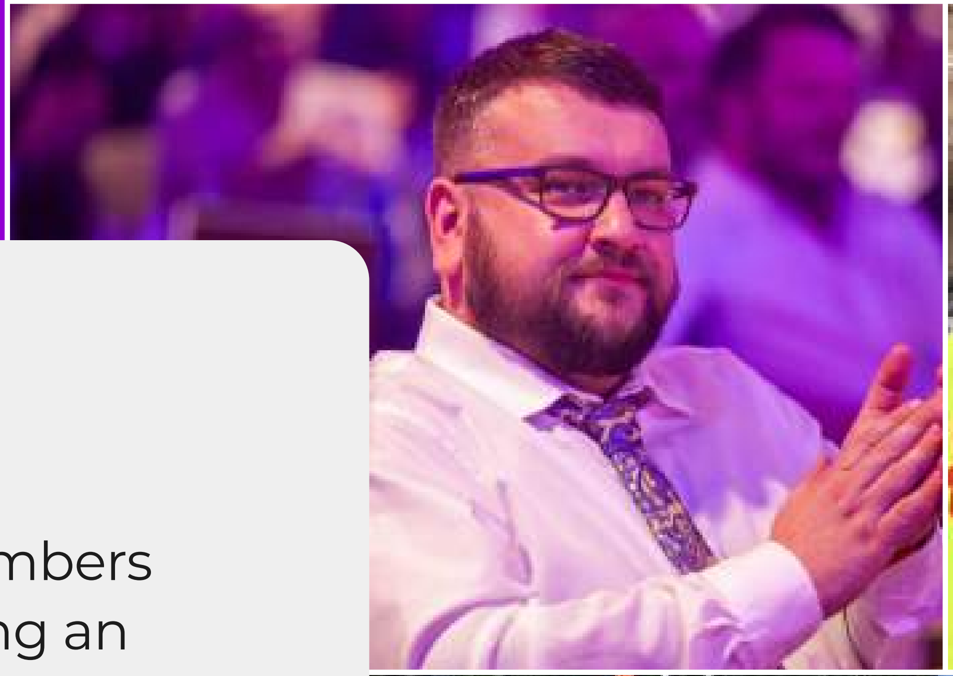
We go to great lengths to ensure that all team members feel welcome and supported from day one, fostering an environment where people from all walks of life can thrive. In 2025, we facilitated regional belonging activities to reflect the topics most relevant to our local team members:

Belonging Moments
Our teams structured conversations during large group meetings where leaders in the Americas and Asia Pacific use curated templates to facilitate meaningful discussions about inclusion.

Empowering women to lead
We expanded our Female Development Program from the U.K. & Ireland, into Europe, alongside dedicated talent reviews for women across the Americas and Asia Pacific.

The RESPECT campaign
We delivered 127 workshop sessions that engaged 1,341 leaders across Europe to ensure every employee feels safe, valued and empowered to speak up

Supporting men's mental health
A Movember Health Talk shared at sites worldwide, complemented in the U.K. & Ireland by a partnership with Andy's Man Club, a suicide-prevention charity offering peer-to-peer support groups for men.



Expanding our workforce

Expanding access in Italy
Since launching in 2024, GXO's partnership with AxL Formazione has supported approximately 15 individuals with disabilities and other protected categories in Italy, placing them into permanent warehouse operative roles following completion of the fully funded AxL Academy training program.

Building careers in France:
Over the past five years, Log'ins, our partnership with ARES, has supported more than 500 individuals, with 70% going on to secure employment or enroll in a qualifying training program.

Partnership with WorkFit:
Since 2018, GXO has helped place 52 colleagues with Down's syndrome into roles across our U.K. sites, becoming one of the U.K.'s largest employers of people with Down's syndrome.

Community Impact

Across our global network of sites, we bring together employees and customers to turn shared values into action, supporting the causes that matter most to them.

Helping local schools
For over five years, GXO employees at one of our California sites have participated in the Back-to-School Drive; in 2025, the team raised $1,400 and donated 47 fully stocked backpacks.

Addressing food and housing insecurity
Employees at GXO sites in Indiana donated more than 7,500 pounds of food — valued at over $14,500 — through a partnership with the Caring Center, and U.K. employees raised funds for the Hope Centre and participated in the Big Sleep Out.

Enhancing green spaces
Sites around the world marked Earth Day and World Environment Day by organizing park cleanups and initiatives that promote greener communities.

Brightening the holidays:
During the end-of-year holiday season, GXO team members collected and donated funds, food items, toys and other gifts to support those experiencing homelessness.

GOVERNANCE

Leading responsibly

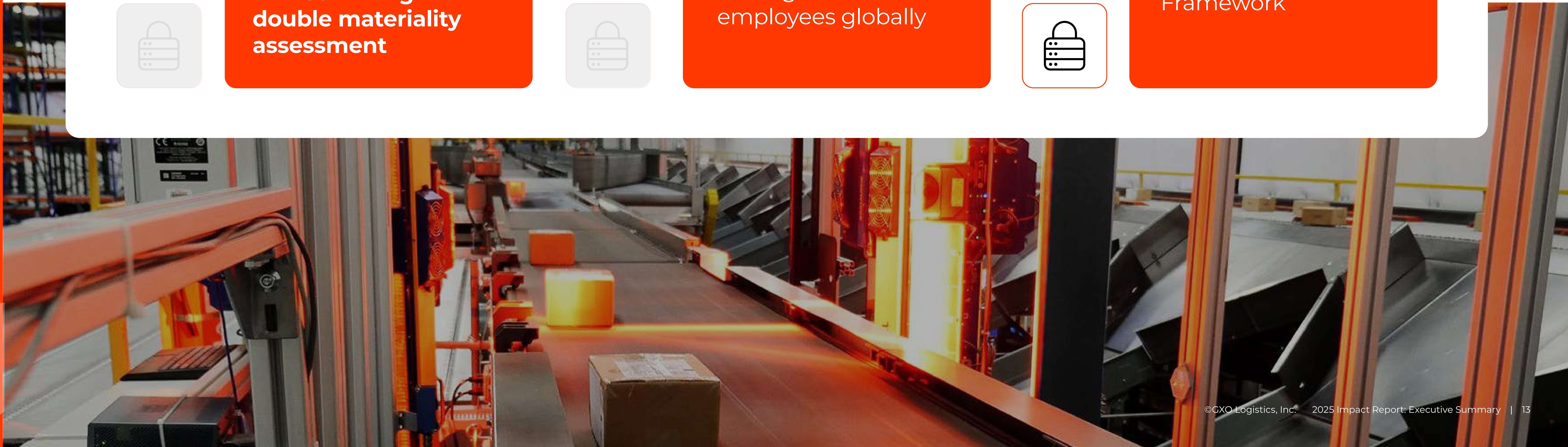
Across our global network of more than 1,000 facilities, ESG principles shape how we make decisions. Embedding these commitments into our governance framework enables us to deliver sustainable value to team members, customers, shareholders, and partners worldwide.

2025 highlights

Expanded our Enterprise Risk Management approach by conducting our **inaugural climate risk assessment** and **CSRD-aligned double materiality assessment**

Achieved a **97% on-time completion rate for Code of Business Ethics training** among all “wired” employees globally

Completed a **company-wide assessment** aligned with the NIST Cybersecurity Framework



Making the right decisions every day

At GXO, so much of our success stems from our strong corporate culture. Our commitment to honesty, fairness, and respect for others, both 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. During onboarding, all GXO staff receive training on the COBE and their right to speak up and report any concerns. Existing employees complete COBE training annually or bi-annually, depending on their job type.

97%

Code of Business Ethics training across GXO's global operations achieved a 97% on-time completion rate for all "wired" employees.

Human rights, labor and supply chain

Our people are the foundation of GXO's operations and success, and we are committed to putting them first in everything we do. Across all jurisdictions in which we operate, we proactively comply with applicable fair employment and labor laws, including those relating to collective bargaining and freedom of association. We maintain a strict prohibition on child labor, forced labor in any form, human trafficking, and all other human rights violations.

GXO holds all suppliers and partners to the same high standards that we follow for ethical business practices. Our Business Partner Code of Conduct articulates our values and defines demanding requirements on issues such as human rights, working conditions, health and safety, trade compliance, and environmental impact. We also apply a detailed, third-party due diligence process to identify and prevent potential risks across our supply chain.

100%

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

Learn more about how we do what we do:

Code of Business Ethics

Human Trafficking Policy

Zero Tolerance Discrimination, Harassment and Retaliation Policy

Third-Party Due Diligence Policy

Business Partner Code of Conduct

Protecting privacy and information security

Given our extensive use of technology, automation, and AI-driven functions, we continue to treat data privacy and information security as critical business priorities. Our rigorous privacy and security initiatives safeguard confidential and proprietary information, company strategies, and business plans, as well as the interests of our employees, customers, suppliers, and partners. In 2025, we further strengthened our cybersecurity program through enhanced risk management practices aligned with ISO 27005, including the following:

- Introducing a formal AI policy and embedding AI review considerations into vendor security, project, and data privacy impact assessment processes
- Streamlining identity and access controls across the organization
- Expanding network and cloud security capabilities
- Conducting a company-wide assessment against the NIST Cybersecurity Framework to guide ongoing improvements

As part of our ESG strategy, we require our vendors, suppliers and contractors to comply with privacy regulations, and we regularly monitor their progress.

Performance data tables

Environmental

Environment[3]	2024[1] Previous methodology	2025 Previous methodology	2025[2] Current methodology
Energy consumption within the organization			
Total energy consumption (MWh)[4]			2,017,474
Fossil sources (MWh)			1,812,057
Fuel from coal and coal products			Not applicable
Fuel from crude oil and petroleum products			1,135,475
Fuel from natural gas			305,185
Fuel from other fossil sources			Not applicable
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources			371,397
Nuclear sources (MWh)			Not applicable
Renewable sources (MWh)			205,417
Total electricity, consumption, global (kWh)	*434,550,980*	*471,516,558*	474,511,124
Percentage renewable electricity[5]	*20.3%*	*21.9%*	21.9%
Americas and Asia Pacific	*171,913,720*	*187,843,736*	204,450,283
Percentage renewable electricity	*3.5%*	*3.9%*	3.9%
U.K. & Ireland and Europe	*262,637,259*	*285,795,342*	270,060,841
Percentage renewable electricity	*31.3%*	*33.5%*	33.5%
Total diesel used by fleet, global (liters)[3]	*107,051,771*	*102,905,597*	102,905,597
Americas and Asia Pacific	*4,856,086*	*4,284,811*	4,284,811
U.K. & Ireland and Europe	*102,195,685*	*98,620,786*	98,620,786
Total natural gas consumption of facilities, global (kwh)[6]	*208,025,097*	*215,025,201*	213,129,861
Americas and Asia Pacific	*134,935,259*	*145,100,935*	139,303,574
U.K. & Ireland and Europe	*73,089,838*	*69,924,266*	73,826,287

	2022[2] Current methodology	2024[1] Previous methodology	2025 Previous methodology	2025[2] Current methodology
Greenhouse gas emissions[7]				
Total Scope 1 & 2 GHG emissions, global (metric tons CO_2e)	**573,738**	*429,639*	*441,774*	**450,110**
Scope 1, global	**437,680**	*326,962*	*336,261*	**335,877**
Americas and Asia Pacific	**42,720**	*35,051*	*43,999*	**42,824**
U.K. & Ireland and Europe	**394,960**	*291,911*	*292,262*	**293,053**
Scope 2, global	**136,058**	*102,677*	*105,513*	**114,234**
Americas and Asia Pacific	**74,170**	*55,726*	*62,708*	**69,606**
U.K. & Ireland and Europe	**61,888**	*46,951*	*42,805*	**44,627**
Total emissions from biogenic carbon (global)[8]	**68**	*267*	*375*	**375**
Americas and Asia Pacific	**68**	*99*	*11*	**11**
U.K. & Ireland and Europe		*168*	*364*	**364**
Scope 3, business travel, global (metric tons CO_2e)[9]		*4,153*	*4,153*	**4,326**
Americas and Asia Pacific		*3,041*	*3,041*	**3,298**
U.K. & Ireland and Europe		*1,112*	*1,112*	**1,028**
Emissions intensity (Scope 1 & 2)[10]				
Emissions by net revenue (metric tons CO_2e per million USD in net revenue)	**50.39**	*36.69*	*33.52*	**34.16**
Emissions by net revenue (kg CO_2e per USD in net revenue)	**0.050**	*0.037*	*0.034*	**0.034**

[1] 2024 electricity, natural gas and diesel data, and emission data restated to include full year data from Wincanton as well as to report biogenic carbon separately from Scope 1 emissions.

[2] GXO reports its emissions according to the operational control definition in the GHG Protocol. For 2025, GXO updated its electricity and natural gas consumption tracking methodology. Only electricity and natural gas used at GXO leased or owned facilitie is reported. Building-related electricity and natural gas purchased for use in customer owned/leased facilities has been excluded. In the Americas & Asia Pacific, ~20.1 million kWh of electricity was removed from reporting and ~8.2 million kWh of natural gas was removed because consumption occured in third-party leased/owned facilities. In Europe & U.K. these figures were ~34.5 million kWh electricity and ~19,700 kWh natural gas. Where primary data is not available for a GXO-leased building, consumption was estimated based on square footage and country-level consumption averages from 2025. In 2025, GXO excluded six sites from our estimation methodology as they were not yet operational. Data related to all other energies contributing to Scope 1 and 2 emissions remains unchanged. GXO has provided 2025 data according to its previous methodology as well as its current methodology to allow the reader to understand YOY comparability with 2024 (processed under previous methodology) and demonstrate the overall impact of the methodological change.

[3] Verification and limited assurance for energy consumption, Scope 1 and 2 emissions, and total non-hazardous waste data was provided by Grant Thornton for 2025 on a sample basis.

[4] New metric introduced in 2025. Measures total energy consumption from all sources.

[5] The percent of renewable electricity is calculated using GXO's actual consumption data only, and does not vary with gap-filling methodology. Renewable electricity is defined as both self-produced and consumed renewable electricity and purchased electricity with energy attribute certificates (such as RECs or REGOs).

[6] All values for natural gas consumption by facilities is now shown in kWh.

[7] GHG 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. Emission factors are reviewed and updated annually. In 2025 GXO chose to use UK DEFRA emission factors for all non region-specific fuels (e.g., diesel, propane).

[8] Biogenic carbon emissions were identified as coming from hydrogenated vegetable oil (HVO) in the U.K & Ireland and European region and biodiesel (Americas & Asia Pacific) and are not included in Scope 1 emissions per GHG Protocol.

[9] Represents only air and rail travel as reported by our corporate business travel providers and excludes air and rail travel booked directly with other companies.

[10] Emissions by net revenue for 2022 are captured using all composite companies' net revenue data. Emissions are rounded to the nearest hundredth for metric tons CO2e/million USD, and the nearest thousandth for kg CO2e/USD.

	2023	2024[1]	2025[2]
Waste[3]			
Total waste associated with operations, global (metric tons)	177,098	166,889	168,968
Non-hazardous waste, global[2]	173,196	165,036	164,215
Americas and Asia Pacific	40,047	42,537	46,596
U.K. & Ireland and Europe	133,149	122,499	117,619
Hazardous waste, global	3,902	1,853	4,753
Americas and Asia Pacific	10	12	17
U.K. & Ireland and Europe	3,892	1,841	4,736
Total non hazardous waste sent to landfill, global (metric tons)	31,315	36,787	33,588
Americas and Asia Pacific	23,036	22,288	19,262
U.K. & Ireland and Europe	8,279	14,499	14,327
Total non hazardous waste diverted from landfill, global (metric tons)	141,915	128,249	130,627
Americas and Asia Pacific	17,010	20,249	27,334
U.K. & Ireland and Europe	124,905	108,000	103,292
Non-hazardous waste landfill diversion rate, global (%)	82%	78%	80%
Americas and Asia Pacific	43%	48%	59%
U.K. & Ireland and Europe	94%	88%	88%

[1] 2024 waste data restated to include full year data from Wincanton.

[2] Excludes data from three sites in Europe where a waste-tracking process was not in place during 2025.

[3] Verification and limited assurance for energy consumption, Scope 1 and 2 emissions, and total non-hazardous waste data was provided by Grant Thornton for 2025 on a sample basis.

	2023	2024	2025
Facilities[1]			
Total number of operating facilities	974	926	1043
Customer-owned or leased	359	366	479
Americas and Asia Pacific	130	137	188
U.K. & Ireland and Europe	229	229	291
GXO-owned or leased	615	560	564
Americas and Asia Pacific	249	213	190
U.K. & Ireland and Europe	366	347	374
LED coverage, global (%)[2]	78%	80%	88%
Americas and Asia Pacific	80%	84%	88%
U.K. & Ireland and Europe	76%	77%	87%

[1] Number of facilities as of end of calendar year. In 2024, GXO additionally reported 104 facilities that from our acquisition of Wincanton that year. These were not included in the 2024 data, but are included in 2025 and onward.

[2] LED coverage is based on area of GXO-owned or leased warehouse and office facilities.

Social - Workforce[1,2,3,4,5]

	2023	2024	2025
Workforce			
Total employees	85,554	86,232	105,331
Permanent[6]	82,841	83,536	102,442
Temporary[7]	2,713	2,696	2,886
Full-time	76,333	77,118	93,769
Part time	9,221	9,114	11,499
Non-employees (Contractors, Contingent Workers)[8]	39,912	42,886	53,806
Employees by region			
Americas and Asia Pacific	23,469	23,950	23,381
U.K.& Ireland and Europe	62,085	62,282	81,950
Employees by gender			
Women	30,390	30,127	34,100
Men	55,074	55,542	71,035
Not disclosed	90	563	196
Percent of employees from racially/ethnically diverse backgrounds (U.S. Only)[9]	66%	68%	68.42%

	2023	2024	2025
Employees by age			
<30	16,428	15,585	17,699
30-50	44,601	46,628	56,205
>50	24,411	23,588	31,364
Not disclosed		431	63
New employee hires by age[12]			
<30	10,501	10,051	9,370
30-50	12,714	13,571	11,898
>50	4,060	4,310	3,335
Undisclosed		122	104
Total employee turnover rate[10,12]	30.2%	26.9%	22.1%
Gender diversity in leadership[11,12]			
Total women in leadership role	2,282	2,486	3,515
Percent of leadership roles occupied by women	27%	28%	30%
Total women in top managment role[13]			25
Percent of top management roles occupied by women[13]			28%
Percentage of Women on the Board of Directors[14]			20%

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

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

[3] PFSweb employees of India are not integrated into company headcount data model. Headcount collected via manual data capture as of December 31. Employees are assumed to be Permanent and Full time. Age and gender are undisclosed.

[4] 2025 increased headcount is due to Wincanton acquisition. 2024 data is not restated to include Wincanton.

[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 India and Wincanton employees.

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

[8] Data represents contractors and contingent workers. Includes PFS OUS contingent workers collected via manual data capture as of 12.31.25. Includes non-guaranteed hour workers, such as gig workers.

[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.

[12] India PFSweb employees not integrated into company data model are excluded.

[13] Top management is defined as employees in lead roles within top 2 layers of the CEO. New metric in 2025.

[14] For Board of Directors as of December 31, 2025. New metric in 2025.

Social - Talent and learning[1,2]

	2023	2024	2025
Employee development			
Total learning hours[2]	1,371,266	1,142,304	1,738,174
By gender			
Women	396,333	345,609	456,001
Men	974,448	796,009	1,279,904
Not specified	485	686	2,269
Average training (learning) hours per employee	16	13	19

[1] Data disclosed is for the associated year ended December 31.
[2] Learning hours excludes contractor training.

Social - Health and safety[1]

	2023	2024	2025
Employee health and safety[2]			
Employee total recordable incident rate (TRIR)			
Americas and Asia Pacific	1.16	1.01	0.84
Lost time incident rate (LTIR)			
Americas and Asia Pacific[3]	0.97	0.77	0.63
U.K. & Ireland and Europe[4]	2.14	1.94	1.74
Employee fatalities			
Americas and Asia Pacific	1	0	0
U.K. & Ireland and Europe	1	0	0
Health and safety management system[5]			
Percent of employees covered by an occupational health and safety management system			
Americas and Asia Pacific			100%
U.K. & Ireland and Europe			100%
Fleet safety			
Crash rate (per thousand miles)			
Americas and Asia Pacific	N/A	N/A	N/A
U.K. & Ireland and Europe	0.2	0.2	0.4
Number of road accidents and incidents			
Americas and Asia Pacific[6,7]	65	68	88
U.K. & Ireland and Europe	72	49	45

[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 tracking and reporting this metric in 2025.

[6] All accidents for Department of Transportation drivers on public and private roads in the U.S. and equivalent in countries outside of the U.S. in the Americas and Asia Pacific region.

[7] The number of road accidents and incidents for 2024 has been restated from 65 to 68 to reflect accidents and incidents reported after the original publication of that year's report. This restatement does not reflect a change in methodology or reporting boundary.

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