

Sustainability Report

2024 Edition



A member of the *KWE* Group





GRI 2–3, 2–4, 2–5

About this report

This is the third Sustainability Report of APL Logistics, covering data from our global operations for the period of January to December 2024. The report aligns with APL Logistics' financial reporting cycle.

This report provides comprehensive details on our ESG initiatives and includes the GRI index in the appendix, as we disclose information in accordance with GRI standards. The report reflects our commitments to environmental responsibility, social impact, and corporate governance and accountability.

If you have any questions about this report, please contact our sustainability representatives at sustainability@apllogistics.com

Previous APLL Sustainability Reports

- [2022 Sustainability Report](#)
- [2023 Sustainability Report](#)

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GRI 2–22

A Message from the President

Sharing Values and Making Progress

On behalf of our global teams, I am pleased to welcome you to our third APL Logistics Sustainability report. This year marks another significant milestone in the ongoing evolution of global supply chains, characterized by increased resilience, digital transformation, and an unwavering commitment to sustainability. Across APL Logistics, every department has contributed to fostering responsible growth and environmental stewardship. The shared purpose and collective efforts of our teams worldwide have enabled us to achieve progress amid an ever-changing business landscape.

As we continue to advance our sustainability efforts, we recognize that building a robust and reliable environmental data foundation is an ongoing process. During the course of this year, we identified opportunities to improve the accuracy and consistency of certain environmental data, particularly within our emissions reporting. In response, we have taken steps to strengthen our methodologies, enhance data governance, and implement improved systems to support more consistent reporting going forward.

These actions reflect our commitment to transparency and continuous improvement. As part of this process, we will revise and republish updated emissions data to reflect a more accurate baseline, which will be disclosed in our next reporting cycle. While this may affect comparability with previously reported figures, it strengthens the integrity of our disclosures and our ability to track progress over time.



We believe our greatest logistics asset isn't a fleet or a facility—it's our people. In 2024, we took deliberate steps to support their growth, inclusion, and voice across every level of the organization. The people of APLL are the driving force behind every shipment we manage.”

Recognizing that our people are our most valuable asset, we deepened our focus on empowering regional teams to develop initiatives tailored to their local contexts and for nurturing a work environment—whether in a European warehouse, an Asian control tower, or across intermodal routes in the Americas where APL Logistics is an employer of choice. We launched new leadership development, employee engagement activities, and social sustainability programs to ensure every individual feels valued and empowered to contribute.

Building on our commitment to innovation, we integrated digital solutions, artificial intelligence, and automation into our operations to enhance efficiency and reduce environmental impacts. Pilot projects exploring sustainable packaging and smarter logistics management exemplify our dedication to innovative solutions. Additionally, establishing LEED-certified green hubs in locations such as New Delhi, Chile, and Jakarta underscores our commitment to environmentally responsible infrastructure development.


Collaboration remains central to our sustainability agenda. We strengthened partnerships with clients, NGOs, and industry groups to accelerate the transition to cleaner energy sources and responsible sourcing practices. Our increased engagement in joint initiatives aimed at reducing Scope 3 emissions underscores our commitment to transparency, data governance, and ESG

standards—building trust and meeting the rising expectations of our stakeholders.

Looking ahead, while we celebrate our achievements, we recognize that the journey towards resilient, ethical, and low-impact supply chains is ongoing. We remain committed to continuous innovation, active collaboration, and aligning our efforts with the ambitious goals set by the SBTi. Our resilience is rooted in sustainable practices, forward-thinking solutions, and the collective strength of our global teams. Together, we will continue to develop sustainable logistics solutions that benefit our communities, protect our planet, and secure a brighter future for generations to come. Thank you for your ongoing partnership and trust.



Thad Bedard
President, APL Logistics

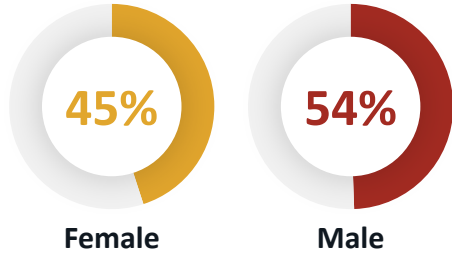
 [@ThadBedard](#)

Impact Progress Highlights

2024 in Numbers

This past year, we made meaningful progress across our ESG priorities, placing our people, communities, and environment at the forefront. We are proud of the work achieved in 2024 across our global network—from Jakarta to Paris. The highlights below provide a snapshot of the impact we delivered throughout the year.

Gender Balance



5,687

Global team members

60+

 CSR Projects across the globe

1.43

 Total Incident Rate

SBTi

 targets validated

24.3M

 CBM moved

Over **8,300** EV Shipments Executed



13 HR Awards

 In 7 Countries

3 LEED-Certified Facilities

 Opened

800+ MWh

 covered by renewable energy sources or certificates

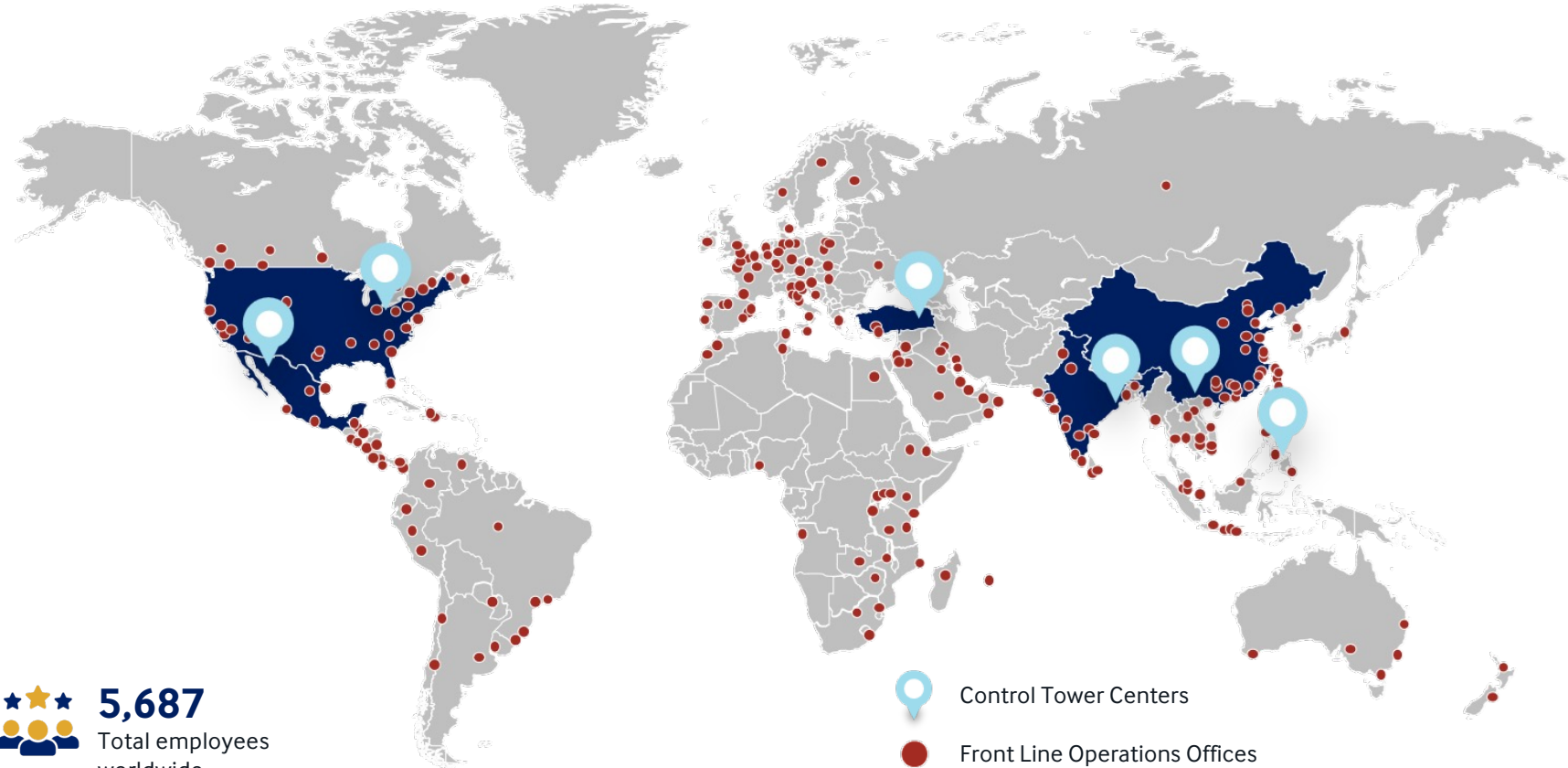
Joined the **Maritime Anti-Corruption Network**

GRI 2-1, 2-6

Who We Are and How We Operate

Making the Impossible, Possible

APL Logistics Ltd., a wholly owned subsidiary of Kintetsu World Express, Inc. (KWE) with its headquarters in Singapore, operates in the transportation and logistics industry as a third-party logistics provider (3PL). APL Logistics offers a comprehensive range of shipment allocation services across various sectors, including automotive, retail, commercial, and industrial markets. These services encompass end-to-end Order Management, distribution and fulfillment, transportation and International Freight Solutions, customs brokerage, and global trade compliance. Additionally, APL Logistics collaborates with subcontractors and service providers to deliver these specialized services, ensuring a seamless and efficient supply chain for its clients.



Where We Operate:

A Global Footprint for Global Operations

At APLL Ltd., we operate out of over 150 sites across 72 countries and various geographies:

 **150+**
Sites worldwide

 **5,687**
Total employees worldwide

 **72**
Countries

 **7**
Geographies

Who We Are & How We Operate

Our Value Chain

Our value chain encompasses key stages such as sourcing, transportation, warehousing, distribution, and customer service. As a global logistics provider, APL Logistics specializes in designing and implementing supply chain solutions that optimize the movement of goods across various industries. Major inputs include transportation services, technology systems, and warehousing infrastructure, supported by partners and suppliers worldwide. We work with a network of freight carriers, ports, and warehousing facilities to ensure seamless movement from origin to destination. Our services include freight forwarding, contract logistics, and integrated supply chain management, tailored to meet the unique needs of our diverse clients across industries such as consumer goods,

retail, industrial, and automotive. APL Logistics operates through multiple regional hubs and subsidiaries, enabling us to provide localized expertise and global reach. We prioritize responsible and sustainable practices throughout our value chain, adhering to international standards and regulations. Our revenue comes from providing comprehensive logistics services, enhanced by value-added solutions such as inventory management and technology integration. We are committed to delivering efficient, reliable, and environmentally-responsible logistics worldwide, underpinned by continuous innovation and operational excellence.

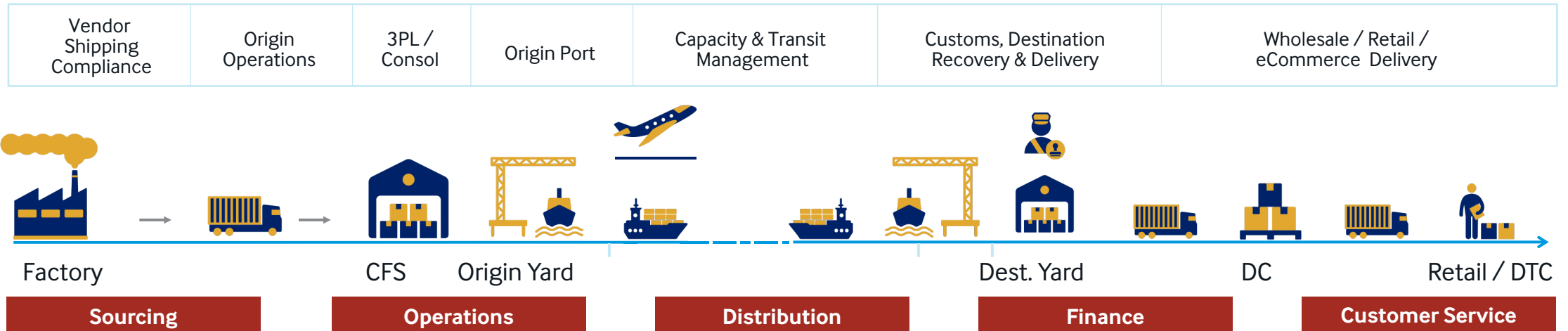


Sustainable supply chains act as the backbone of efficiency, ensuring that resources—whether natural, human, or financial—are utilized responsibly and optimally. Each decision, from sourcing materials to delivering goods, plays a critical role in minimizing environmental impact, fostering ethical practices, and driving long-term value.”



Mark Haslam
Managing Director of AUS

 [@Mark Haslam](#)





Our Strategy

APL's Foundations of Change

Fulfilling our mission starts with strong, practical foundations. In this report, we highlight the core elements of our sustainability strategy and the actions we are taking across the business to meet our goals and deliver meaningful impact for our customers and stakeholders. By embedding sustainability into everyday decision-making, we aim to strengthen our operations, support the communities we serve, and stay proactive in addressing environmental and social challenges.

- Our Values
- Our Commitments
- Our Materiality Approach

Our Values

Supporting APLL's vision, guiding business & employee activities

Our values reflect our commitment to sustainability and shape how we engage with our communities and innovate as a company. Guided by the *UN Sustainable Development Goals (UN SDGs)*, these principles help us focus our efforts and navigate the sustainability challenges ahead. By aligning our actions with these values, we empower our people, strengthen stakeholder trust, and contribute positively to both society and the environment.

Accountability

We fulfill our promises

We are committed to being reliable and accountable to all our stakeholders through discipline and fulfilling our promises. Every one of us will take ownership of doing the right things, righting the wrongs and delivering the appropriate solution in the best interest of our stakeholders.

Diversity

We embrace our differences

We instill an environment of diversity and inclusion where all our stakeholders are treated with respect and humility. Ideas and opinions from different cultures are valued and respected. Through flexible adaptation and localization, we empower the different locations that we are represented.

Fairness

Everyone has a voice

We pledge to treat all our stakeholders with fairness and equality. Empowering our associates through developmental and growth opportunities that are mutually beneficial. Together, we create a work environment of teamwork and collaboration where recognition will be commensurate with performance.

Innovation

We envision tomorrow

We embrace advances in technology and in the supply chain industry to bring new capabilities and value to our customers to help them excel in their mission. We introduce interventions that are innovative, sustainable, scalable and economical across the globe.

Sustainability

We are reducing our footprint

We are working hard to create a less wasteful, more decarbonized, and eco-conscious global business model. Through collaborative industry and customer partnerships, we will stay committed to our shared planet.

Our Commitments

As a global organization, our Maxims serve as guiding principles that transcend geographical boundaries and shape our corporate culture. These Maxims embody our unwavering dedication to accountability, commitment, and responsibility towards the communities we influence. They constitute fundamental pillars in advancing our sustainability efforts, ensuring we operate with integrity and a strong ethical foundation.

By adhering to these Maxims, we strive to create positive social and environmental impacts, fostering collaboration with stakeholders and promoting transparency in our operations. Our commitment to these principles not only enhances our reputation but also reinforces our mission to drive sustainable practices that benefit both our business and the communities we serve.



[For more information, explore our YouTube series linked in each Maxim to dive deeper into the essence of our Maxims and gain insights into their significance.](#)



Maxims

- 1 Strive to be the premier **Order Management** provider in the world.
- 2 **Create opportunities** for all employees and commit to **improving the communities** in which we operate.
- 3 **Be accountable** to our employees, each other and our customers.
- 4 We will be an **employer of choice** in our chosen markets

Our Vision

APL Logistics aims to be a leading global supply chain partner that supports sustainable trade and growth across key markets. We do this by investing in our people, our facilities, and the technology that drives smarter, cleaner operations. And as we grow, we're committed to building a culture that encourages curiosity, challenge, and a relentless focus on delivering for our customers.



GRI 3-2, 3-3

Our Materiality Approach

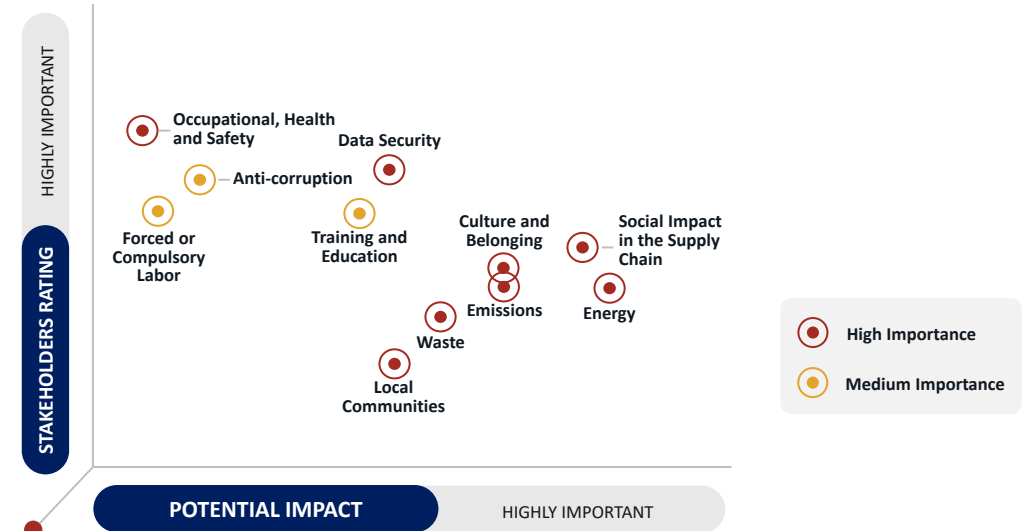
Identifying what is important to us & our stakeholders

In 2022, APL Logistics conducted a multi-stakeholder Materiality Assessment to identify our priority sustainability topics. This process provided a framework for addressing key sustainability challenges and opportunities throughout the reporting year. We then categorized each topic based on its significance to our business and stakeholders, assigning them as high or medium importance. High-priority topics are closely monitored and integrated into our strategic decision-making, ensuring focused attention and resource allocation. We also track progress on medium-priority topics and are gathering additional data where needed to strengthen our understanding and strategy.

Although the assessment ranks topics by stakeholder interest and business impact, this does not mean that medium-ranked topics—such as anti-corruption or forced labor—are less important or deprioritized. APL Logistics recognizes that issues like forced labor, modern slavery, and anti-corruption are foundational compliance and ethical obligations. They remain subject to robust controls, policies, and oversight, regardless of how they appear on the matrix. The materiality matrix helps prioritize stakeholder engagement and disclosure. However, all material topics remain essential to our business integrity and long-term sustainability performance.

APL Logistics is actively tracking actual and potential positive and negative impacts on the economy, environment, and people, including human rights. While we continue assessing activities or relationships that may contribute to negative impacts, we have already implemented policies and commitments for all identified material topics. Actions to manage these topics and impacts will be detailed in the following sections of this sustainability report. Furthermore, we have engaged with stakeholders throughout this process and in our decision-making, ensuring that their perspectives inform our sustainability initiatives. We will be refreshing this Materiality Assessment over the next 2 years and expect these topics to grow in prominence, reflecting rising stakeholder expectations and regulatory developments.

Materiality Threshold	Material Topic
High	➔ Data Security
	➔ Culture and Belonging
	➔ Emissions
	➔ Energy
	➔ Anti-corruption
	➔ Forced or Compulsory Labor
Medium	➔ Training and Education
	➔ Local Communities
	➔ Occupational, Health and Safety
	➔ Social Impact in the Supply Chain
	➔ Waste



GRI 2–14, 2–29, 3–1

Materiality Assessment Process

Through our Materiality approach, we have established a clear framework for addressing sustainability challenges and opportunities, enabling us to guide our activities in each of these priority areas during the reporting year.

This assessment followed a structured four-step process:

01 Stakeholders Engagement

We engaged various stakeholder groups, including customers, clients, suppliers, contractors, APL Logistics executive team and management, academics, government labs, and NGOs. Stakeholders provided their insights through calls and online surveys covering 22 initial topics. Stakeholders from around the world contributed further information through interviews and facilitated discussions to ensure a diverse range of perspectives.

02 Feedback Analysis

Following the stakeholder engagement, we compiled and analyzed the feedback received. This included a detailed assessment of the information gathered to understand the significance of each topic from both a stakeholder and industry impact perspective. As a result, APL Logistics identified eight high-priority topics that would effectively guide our Environmental, Social, and Governance (ESG) strategy moving forward.

03 Executive Review

The review process began with the involvement of our executive team in both the execution and delivery of the Materiality Assessment. Executive team members participated in all material topic review calls, offering valuable insights that shaped our path forward. A targeted meeting was convened with the company president and Chief Commercial Officer to prioritize 2–3 key initiatives within each identified material topic.

04 Board Approval and Reporting

Once the material topics were finalized, APL Logistics' sustainability report was reviewed and approved by the Board of Directors prior to publication. The Board has a vested interest in the material topics covered in our report, ensuring alignment with our overall business strategy and commitment to sustainability.

Our Responsibilities

As we advance our sustainability mission, it is important to define clear responsibilities that guide our work. The following section highlights the key areas APL Logistics prioritizes to strengthen our sustainability performance and the progress we made in 2024. By outlining specific actions and results, we aim to provide a transparent view of our sustainability journey and our commitment to responsible practices that benefit the environment and our stakeholders.



Environmental Responsibility

We are working hard to build a more energy-efficient, decarbonized, and eco-conscious global business model. Through collaborative industry and customer partnerships, we will stay committed to our shared planet.



Social Impact

Fostering positive social impact is a key aspect of our corporate responsibility. We believe that actively engaging with communities and building inclusive partnerships are vital to creating lasting, meaningful change.



Sustainability is evolving within the company. There is a clear direction from the organization regarding our sustainability goals and how we align them with both our internal objectives and those of our customers.



Amit Washti
Sr. Manager, ILS
Operations, South Asia



[@Amit Washti](#)



Governance & Accountability

At the core of our corporate philosophy is a steadfast commitment to integrity and accountability. We believe that strong governance and ethical conduct are essential to building trust and sustaining long-term success.

GRI 302-1, 302-3, 305-1, 305-2, 305-3,
305-4, 305-5 306-1, 306-3, 306-4, 306-5

Our Footprint and Efforts

We are working hard to build a more energy-efficient, decarbonized, and eco-conscious global business model. Through collaborative industry and customer partnerships, we will stay committed to our shared planet.

In this section, we highlight our commitment to sustainable practices that minimize our footprint and promote the health of our planet.

Note on Environmental Data Restatement

Our development of GHG inventories is an iterative, year-over-year process that has evolved as our data quality, methodologies, and operational visibility improve. As part of this continuous improvement approach, we conduct annual 3rd party audits to enhance the accuracy and completeness of our disclosures.

During the 2024 data audit, discrepancies were identified in the calculation of environmental data at several key operational sites, impacting reported Scope 1 and Scope 2 GHG emissions from previous years. As a result, the affected disclosures have been removed from this report to maintain the accuracy and integrity of our reporting. Previously disclosed data for the impacted baseline year should not be considered comparable to future disclosures.

We have initiated a comprehensive baseline recalculation in alignment with the Greenhouse Gas Protocol and Science Based Targets initiative. This process includes reviewing historical data, correcting identified inaccuracies, applying standardized methodologies, and implementing estimation approaches where necessary.

An updated and validated Scope 1 and Scope 2 emissions baseline, along with restated historical comparatives and enhanced data governance practices—will be published in our 2025 Sustainability Report. The recalculated baseline will serve as the reference point for tracking progress against our emissions reduction targets going forward.

Based on current assessments, this recalculation is not expected to materially impact our existing science-based targets. A formal evaluation will be conducted in accordance with SBTi criteria, and any required updates will be disclosed transparently.

Environmental Responsibility

17 Emissions

21 Climate Reporting

Environmental Responsibility

Our Footprint & Efforts

Our Goals

Sustainability is integral to how APLL conducts its business and shapes its future. At APLL, we understand the significant influence our operations have on the environment and the communities where we operate. To minimize this impact, our sustainability strategy actively involves employees at all levels and locations, fostering a culture of environmental responsibility and continuous improvement. We establish clear goals and systematically track our progress to ensure accountability and measure our effectiveness in reducing our environmental footprint and creating positive social impacts.

Furthermore, we regularly assess our performance against these objectives, enabling us to adapt our strategies and improve our outcomes. Through these efforts, APLL aims not only to reduce its carbon footprint but also to lead by example in the logistics industry, demonstrating our commitment to sustainable development and corporate responsibility.



Climate change won't wait for perfect solutions. The IPCC has stated that global emissions must peak this year – and so our ambition must peak with it. The fastest way to cut emissions this decade is by using the technology we already have.

APL Logistics has embraced this principle by shifting our investment and innovation focus to origin decarbonization—starting with cleaner trucking and more sustainable first-mile networks, renewables, and LEED facilities. It's a pragmatic, data-backed approach to making measurable progress today so that we're driving meaningful impact where the journey begins, not just where it ends.



Eva James
Sustainability Specialist

 [@EvaJames](#)

Emission Reduction Targets

By 2030, reduce our Scope 1 & 2 emissions by 42% and Scope 3 by 42% from a 2022 baseline

Renewable Energy

Grow our direct and indirect use of renewable energy through on- and off-site procurement, strategic 2PL partnerships, and the integration of alternative fuels throughout our logistics network.

Climate Reporting

Maintain voluntary and required ESG and Climate Disclosure reporting.

Energy Efficiency

Consult with green facility experts to explore energy efficiency projects; pursue LEED and green building certifications to mandate energy-efficient new builds.

Waste Reduction

Pilot waste diversion and tracking programs at select facilities, and track facility-level waste footprints

Sustainability Education

Provide sustainability information and education materials to new hires. Conduct annual trainings for all employees to support energy efficiency, renewable energy, and climate reporting action.

GRI 302-1, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, 306-1, 306-3, 306-4, 306-5

Emissions

Reporting Progress and Recalculation Process

Building on our 2022 baseline, we have continued efforts to identify emissions hotspots and assess potential reduction opportunities. Enhancements to Scope 3 data collection have progressed, including increased engagement with key vendors, such as software providers and data center operators, to obtain more representative emissions data. We also refined our employee commuting survey to improve data completeness and coverage. We continue to prioritize improved data transparency and quality from major carriers and vendors.

In 2024, we onboarded a global emissions management platform to support more consistent data aggregation and calculation methodologies. This implementation has improved visibility into historical activity data and enabled more timely identification of data inconsistencies, contributing to ongoing improvements in emissions data quality across all scopes.

During a 2024 review of emissions data, inconsistencies were identified in fuel consumption reporting at several locations. These discrepancies were associated with site-level data entry practices and variations in historical reporting granularity. The issue primarily impacts Scope 1 emissions for reporting years 2022 through 2024 (see **Note on Environmental Data Restatement on page 15**).

In line with our commitment to accurate and transparent greenhouse gas accounting, we are in the process of correcting the underlying activity data and updating the emissions inventory for the affected periods. The revised figures are expected to result in changes to previously reported Scope 1 emissions, reflecting improved data accuracy rather than underlying operational shifts.

Consistent with guidance from the Science Based Targets initiative, we are assessing whether the recalculated baseline exceeds the applicable materiality threshold and whether a formal target recalculation is required. Any resulting updates will be completed in accordance with SBTi requirements and disclosed in future reporting.

We will also communicate these updates to our parent company, Kintetsu World Express, including supporting documentation on methodology, assumptions, and impacts to historical trends and targets.

Scope 1 and Scope 2 emissions represent a portion of our overall carbon footprint and are primarily associated with fuel consumption and purchased electricity across our operations. Within Scope 3, upstream transportation remains a significant contributor, reflecting shipment movements managed by APLL across multiple transport modes, including air, road, ocean, and intermodal solutions. The relative contribution of each mode is influenced by shipment volumes, routing, and service mix, and will be further refined as data quality and methodologies continue to improve.

GRI 305-3, 305-5

Progress & Decarbonization Strategy

In 2024, APLL observed changes in emissions across Scope 1, Scope 2, and Scope 3 categories. Selected categories disclosed below based on available and verifiable data. Scope 3 reporting methodologies continue to evolve as data quality and supplier engagement improve.

Scope 3 emissions showed an overall decrease, with changes observed in upstream transportation, purchased goods, and business travel categories. Employee commute emissions increased slightly, which may be attributable to improved data coverage and higher response rates from global survey efforts.

Select* Scope 3 Categories (MT CO₂e)

	2022	2023	2024
Purchased Goods & Services	67,249	50,312	23,309
Capital Goods	403	777	2,736
Upstream Transportation	118,321	104,293	87,982
Business Travel	3,515	2,124	1,535
Employee Commute	6,170	6,963	8,601

*Category 3 (Fuel- and Energy-Related Activities) was removed due to ongoing Scope 1 and Scope 2 baseline recalculation activities. Category 5 (Waste Generated in Operations) was excluded due to inconsistent site-level data collection methodologies during the reporting period.

Scope 1

The majority of our direct emissions come from diesel-powered forklifts, yard trucks, and corporate fleet vehicles. We are transitioning to battery-electric vehicles where operational requirements allow and continue to make progress on electrifying forklifts, despite challenges with heavy loads. In parallel, our corporate fleet is moving to an allocation model, providing employees with a monthly allowance or fuel card instead of assigning vehicles directly, which helps optimize usage and reduce emissions. By 2025, we aim to collaborate with 2PL partners and focus on the highest-emitting facilities to accelerate emissions reductions across our operations.

Scope 2

Although electricity-related emissions represent a smaller portion of our footprint, they are critical to address. In partnership with warehouse owners and 2PL partners, we are upgrading lighting, installing solar panels, and renovating facilities to meet regional green building standards such as LEED, China Green Building, and ISO 14001/45001. In 2025, we plan to expand these efforts across our network, working closely with partners to achieve meaningful Scope 2 reductions. We will also increase the purchase of International Renewable Energy Certificates (IRECs) to offset residual emissions.

Scope 3

Addressing Scope 3 emissions continues to be our greatest challenge. In 2024, we sharpened data collection for our largest Category 1 contributors, including IT and transportation vendors, and implemented key projects such as consolidating data centers to reduce IT-related emissions and revising business travel policies to prioritize virtual meetings and limit non-essential air travel. Building on this, our 2025 focus will be on improving data quality and transparency across categories such as Upstream Transportation, Employee Commute, and Purchased Goods, enabling more targeted emissions reduction strategies.

Building the Future of Logistics: LEED-Certified Warehouses Across Continents



In early 2024, APLL launched a new LEED Gold–certified distribution center in Santiago, Chile, for a major automotive and retail customer. Spanning 8,000 m², the facility supports the customer’s expanding business in the region and reflects our commitment to sustainable, high-performance logistics.

In India, the Palwal Flow Centre, operational since February 2024, is a one-of-a-kind bonded CFS and the first LEED-certified facility of its kind. Strategically located in the NCR of New Delhi, it is AEO and CTPAT certified and features water savings of 30–50% and a 35% smaller CO₂ footprint. The multi-client hub offers flexible connectivity and time-to-market advantages, serving both domestic and export flows. It is positioned 12,000 km from Mundra and Pipavav Ports, with 3 railheads within 60 km and 3 expressways/freight corridors within 16 km, showcasing operational and environmental excellence.

In late 2024, goods started moving through APLL’s first-of-a-kind flow-through center in Jakarta, Indonesia: a fully integrated facility designed to streamline operations and optimize supply chain efficiency across multiple clients. Covering 32,000 m², the Jakarta hub features automated cross-docking, advanced sorting systems, and optimized storage flows, enabling faster turnaround times and reduced handling emissions. Its location provides direct connectivity to major port operations, supporting both domestic and export logistics while advancing APLL’s sustainability and operational performance goals.

Together, these LEED-certified facilities highlight APLL’s ongoing focus on sustainable logistics, strategic location planning, and operational excellence across global markets.

Operating Responsibly

We continue to look for practical ways to reduce environmental impact across different parts of the organization. These efforts focus on small, targeted improvements in areas such as technology, facilities, and workplace practices. Over time, these incremental changes support broader progress toward our sustainability objectives.



E-Waste Reduction

Advancing Circularity IT Equipment Recycling

In 2024, APLL advanced its commitment to responsible resource management by carrying out a major IT equipment recycling initiative across our India offices.

Following the disposal of legacy IT assets from our Mumbai office relocation in late 2023, the core of the project (assessment, secure handling, and certified recycling) took place throughout 2024.

The Mumbai effort diverted 228 kg of e-waste (283 items) from landfill and processed it through Binbay Recycling Pvt. Ltd., an EPR-certified recycler, with all materials handled in compliance with CPCB standards. This was documented through an officially issued Green Disposal Certificate, confirming successful recycling and maximum material recovery.

This ongoing program will extend to our Gurgaon and Chennai offices using the same structured approach, with completion expected by the end of July 2025 and certificates to follow. Through this multi-site initiative, APLL is embedding circularity into the IT asset lifecycle and strengthening environmentally responsible operations across our footprint.



The Power of One

How Consolidation Drove Major Energy Savings

In 2024, APLL reduced total data center energy consumption by 17% year over year by consolidating operations into a single, more efficient facility. Prior to consolidation, energy intensity across our data centers varied widely from 4,119 kWh/sqft at the NTT Singapore DC and 5,627 kWh/sqft at the NTT US DC to 5,656 kWh/sqft at the US Plano DC.

Following the transition, energy intensity improved across multiple sites, with the Plano facility seeing the largest reduction at -49%, decreasing to 2,899 kWh/sqft. Overall, total energy intensity across all data center operations declined from 15,403 kWh/sqft in 2023 to 12,755 kWh/sqft in 2024.

This consolidation effort involved a detailed review of infrastructure, migration to a single optimized environment, and deployment of more efficient technologies. The project not only reduced energy waste but strengthened operational reliability—demonstrating how smart infrastructure decisions can deliver both environmental and performance gains. The initiative underscores APLL's commitment to innovative, data-driven approaches to sustainable operations.

Climate Reporting

Since 2022, APLL has been actively reporting its environmental performance and emissions data across multiple platforms. This reporting enables us to effectively monitor our progress, identify opportunities for improvements, and strengthen our sustainability initiatives.



CDP: An internationally recognized NGO that standardizes climate disclosures, focusing on both the risks we face and our environmental impacts. In 2024, in partnership with our parent company, KWE, we increased our combined CDP Climate Change disclosure score to B.



Supplier Assurance (SAQ 5.0): The Sustainability Assessment Questionnaire 5.0 is a sustainability assessment that verifies compliance of sustainability topics by suppliers within the automotive industry.



Eco Vadis: A platform that provides comprehensive environmental and sustainability performance data for companies to assess their impact and progress toward sustainability goals. In 2024, our Eco Vadis score was 46/100.



SmartWay: A U.S. based program that promotes efficiency in freight transportation. APLL has maintained SmartWay compliance for over 15 years.

Transport Demand and Emissions Outlook

Transport demand is projected to grow substantially by 2050, with significant increases expected in Asia, Africa, and Latin America. According to the World Bank, global freight volumes could rise from roughly 112 trillion t-km in 2015 to about 329 trillion t-km by 2050, representing a nearly 3-fold increase. The International Transport Forum's Transport Outlook similarly forecasts strong growth under its baseline scenarios, highlighting that even conservative projections point to at least a doubling of current freight demand. Without decisive action, freight transport emissions are projected to rise roughly 3-fold by 2050, underscoring the urgent need for decarbonization across the sector.

In 2024, APLL services moved millions of tonne-km across multiple transportation modes. As a key player in global logistics, we are committed to reducing emissions across our operations and value chain through strategic partnerships, investments, and innovative solutions. While early in our climate journey, we have made meaningful progress and remain dedicated to continuous improvement.

Reducing transportation-related emissions is a global priority.

Sources:

World Bank, Decarbonizing the Freight and Logistics Sector
International Transport Forum, Transport Outlook 2023



Case Study

Helping Customers Go Beyond Operational Reductions

Reducing transportation-related emissions remains a significant challenge in 2024. Even with optimized operations, some shipping emissions remain unavoidable.

To help customers address these residual impacts, APLL partners with World Kinect Energy Services to provide offset solutions that neutralize emissions when further reductions aren't possible. This brokerage-style collaboration complements our ongoing decarbonization initiatives and enables clients to manage their carbon footprint while maintaining operational efficiency. For additional insights, including expert perspectives from World Kinect, a dedicated podcast and supporting resources are available across multiple platforms.



[View LinkedIn Post](#)

Collaboration and Memberships

We engage with leading global initiatives and industry groups focused on reducing emissions and promoting sustainable practices in logistics. Through these memberships and communities of practice, APL Logistics drives innovation, benchmarks performance, and implements solutions—from intermodal strategies to freight electrification—across key markets.



Smart Freight Center and Clean Cargo Working Group

These industry coalitions bring together shippers, carriers, and logistics providers to reduce freight emissions. Smart Freight Center promotes global standards and tools for efficient, low-carbon logistics, while the Clean Cargo Working Group focuses on sustainable shipping practices and transparent ocean freight reporting. APLL's participation is crucial to stay aligned with global standards, influence industry best practices, and collaborate with partners on practical decarbonization solutions, strengthening both our credibility and impact.



SmartWay

SmartWay is a U.S. EPA program that helps carriers and shippers improve freight efficiency and reduce environmental impacts. APL Logistics has been a SmartWay member for over 15 years, demonstrating our long-standing commitment to cleaner, more efficient operations and sustainable logistics practices.



Science Based Targets (SBTi)

The SBTi helps companies set climate-science-aligned emissions reduction goals. The logistics and shipping sector — including maritime freight — plays a significant role in global emissions: shipping alone contributes roughly 3% of global CO₂ emissions.¹ With our SBTi-approved targets (approved April 2024), APL Logistics is committed to reducing its share of emissions and supporting a lower-carbon, more sustainable global supply chain.



Green Freight Asia (GFA)

This initiative promotes sustainable freight management practices across Asia to improve environmental performance and logistics efficiency. Engaging with GFA enables APL Logistics to adopt best-in-class practices, benchmark performance against peers, and drive measurable emissions reductions across regional supply chains.



World Business Council for Sustainable Development (WBCSD)

A global organization of companies advancing sustainable development and responsible business practices. Through our engagement with WBCSD's Transport and Mobility Community, APL Logistics is helping accelerate intermodal solutions and drive freight electrification initiatives in Mexico and India in 2024, supporting more efficient, lower-emission supply chains.

¹ Source: [World Ocean Review](#)

Our Workforce & Our Community

Fostering positive social impact is a key aspect of our corporate responsibility. We believe that actively engaging with communities and building inclusive partnerships are vital to creating lasting, meaningful change. In this section, we focus on our efforts to create positive change in communities through employee engagement and partnerships that foster inclusivity and well-being.

29 Occupational, Health and Safety

44 Local Communities

34 Forced or Compulsory Labor

40 Training and Education

36 Culture and Belonging

45 Social Impact in the Supply Chain

Social Impact

GRI 2-7

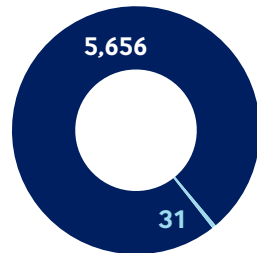
Our Workforce & Effort

At APL Logistics, our **5,687** employees are central to delivering exceptional service and advancing sustainability. We invest in technology skills, professional development, and innovation while fostering a supportive workplace that prioritizes well-being, diversity, inclusion, and belonging. We also uphold strong health, safety, labor rights, and responsible trade practices to ensure positive social impact and support sustainable growth.

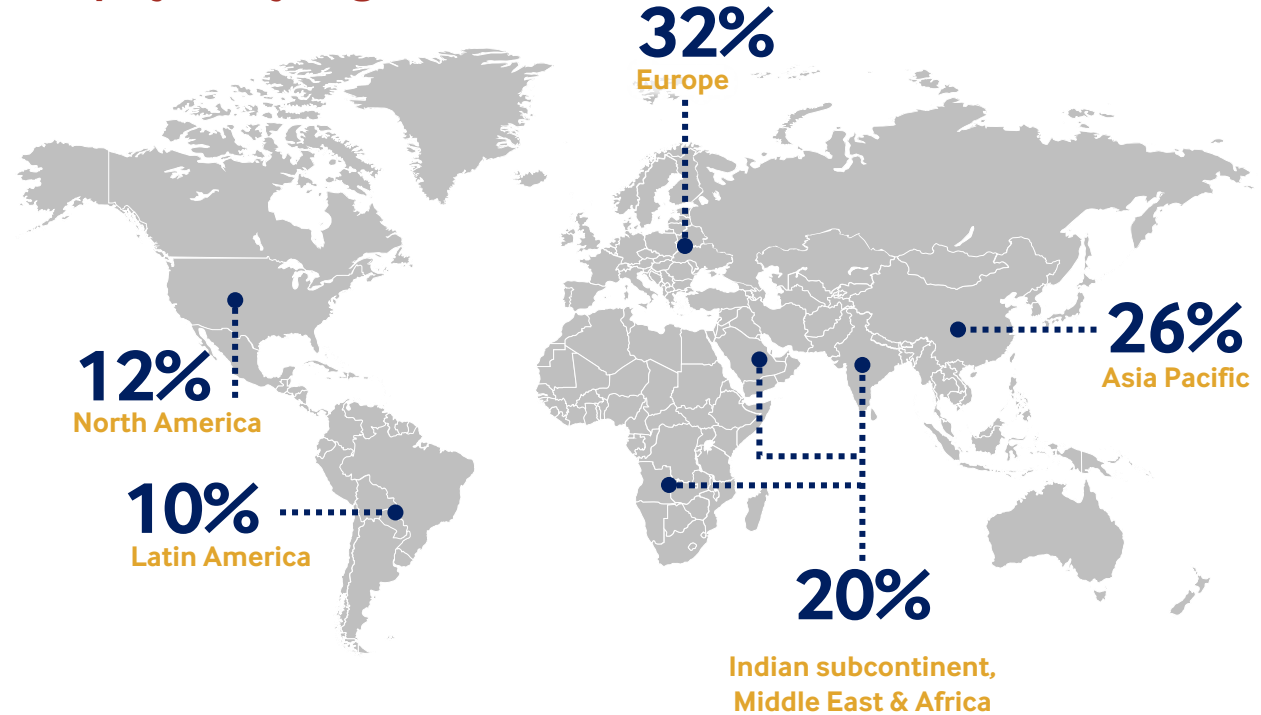
People who make up APLL 5,687 team members across the world

Employees by Type

- Full Time
- Part Time



Employees by Region



Recognizing What Matters

In 2024, APL Logistics introduced a Personal Holiday, giving employees the flexibility to take a day off to celebrate a milestone or event that is meaningful to them. This initiative reflects our commitment to employee well-being, work-life balance, and fostering a supportive workplace culture.

GRI 403–1 | 403–3 | 403–4 | 403–5 | 403–6

Occupational Health and Safety

Promotion of Workers Health

APL Logistics prioritizes the holistic well-being of employees through comprehensive health insurance options and health and wellness initiatives. APLL-sponsored plans offer robust coverage, ensuring employees have the support to prioritize their health. For instance, we organize health fairs at each site, providing essential screenings and immunizations in collaboration with local occupational medical providers. APL Logistics offers employees the opportunity to purchase health insurance through a company-sponsored plan. Additionally, sites are encouraged to organize health fairs in collaboration with local occupational medical providers, which may include basic health screenings and immunization stations.

Employees can contact the Benefit Support Center for questions or assistance with their plans and to help find suitable healthcare providers. Benefit Guides and resources are accessible through UKG, providing detailed information. These guides were distributed prior to the 2023 open enrollment period and continue to be available for current employees in 2024. Our benefits team regularly sends reminders about dental cleanings, mental health awareness, and other wellness topics. Insurance providers also communicate via email, sharing health and wellness resources and information on additional support services. Employees enrolled in Health Savings Accounts (HSAs) can earn incentives by participating in healthy activities, such as completing an annual physical or preventive screenings like mammograms or colonoscopies.

Safety and Security

APL Logistics commits to maintaining a safe working environment by adhering to ISO 45001 standards, which guide our safety management system. Our safety program is carefully developed to include internal risk assessments and ensure compliance with relevant legislation, with the goal of achieving global implementation by 2025 to benefit all employees. With over 5,100,211 hours worked across our warehouses, we are proud of maintaining a zero-fatality record and significantly reducing serious injuries. Musculoskeletal disorders are the most common type of injury reported, with our total incident rate at 1.43, lower than the industry average in the United States, according to the US Bureau of Labor Statistics. Guided by standards from OSHA, NIOSH, NFPA, and NEC, we systematically collect and analyze safety data to protect our workforce. Given the high risks associated with warehousing operations, we prioritize safety training in this area, while all new office staff complete computer-based modules on general safety and regulatory compliance. Training plays a vital role in our safety approach. Warehouse employees participate in different training sessions annually covering topics, such as:

Emergency Action Plan, Personal Protective Equipment (PPE), Hazard Communication, Powered Industrial Trucks, First Aid (CPR & AED), Lockout/Tagout (Energy Isolation), Fall Protection, Hazard Identification and Risk Mitigation, Heat Stress Awareness, Warehouse Safety Procedures, Incident Reporting, Eye Injury Prevention, Active Threat Preparedness, Electrical Safety, Pallet Safety, Fire Prevention, Ladder Safety, Illness Prevention.



over

5,100,211

hours worked across
our warehouses

Our total
incident rate at **1.43**

Occupational Health and Safety

Safety Team / Committee

To sustain a safe work environment, we established our Safety Committee with clearly defined responsibilities for the Committee and Facility Management Team. Every location is supported by a dedicated safety team composed of both associates and management, passionate about promoting health and safety. This diverse group actively contributes their perspectives and expertise to our safety system, fostering a culture where everyone's input is valued and safety is a shared responsibility. By fulfilling the following safety committee responsibilities, we aim to create a workplace where safety is a core value, and every employee is empowered to contribute to a secure environment.

Safety Committee Responsibilities

1. Monthly Meetings

Attend regular meetings to review safety protocols and initiatives.

2. Leadership

Encourage safe work practices and promote a culture of safety awareness.

3. Safety Audits

Conduct monthly safety inspections with site leaders to identify and resolve hazards.

4. Immediate Action

Halt any unsafe condition or behavior and promptly report it to a supervisor or manager.

5. Recognition

Acknowledge employees demonstrating safe behaviors and address unsafe actions constructively.

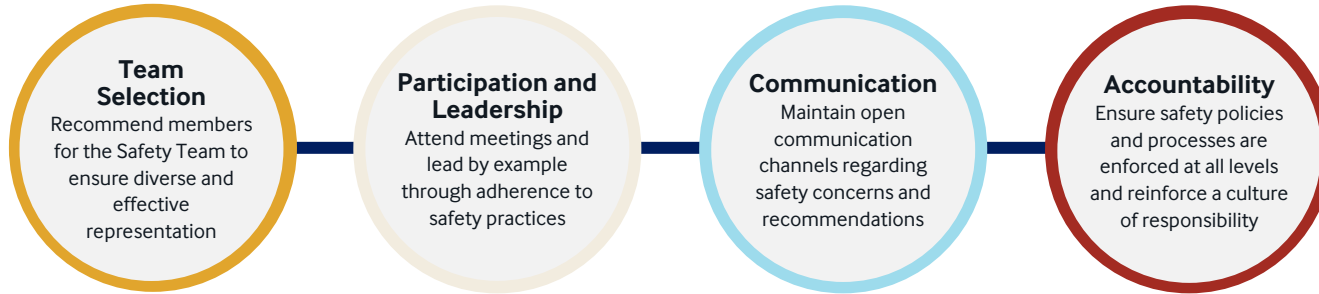
6. Communication

Follow up on safety suggestions with supervisors and ensure ongoing safety improvements.

7. Start-up Meetings

Share critical safety information with team members during daily start-up briefings

Facility Management Team Responsibilities



Team Selection

Recommend members for the Safety Team to ensure diverse and effective representation

Participation and Leadership

Attend meetings and lead by example through adherence to safety practices

Communication

Maintain open communication channels regarding safety concerns and recommendations

Accountability

Ensure safety policies and processes are enforced at all levels and reinforce a culture of responsibility



403-8 | 403-9 | 403-10

OHS Management

APL Logistics maintains a comprehensive occupational health and safety management system that equips all employees, including temporary workers, with tools to effectively manage and mitigate risks. In partnership with licensed occupational health clinics, APL Logistics provides professional employee health services, with all reports securely managed by the Human Resources department in compliance with applicable regulations.

To foster a strong safety culture, APL Logistics promotes active employee participation through safety committees and teams, weekly safety briefings, and transparent updates to HSSE procedures. In locations with formal joint management-worker health and safety committees, these groups set safety policies, meet regularly, and represent employee interests. A wide range of safety training is delivered, covering emergency response, PPE, hazard communication, equipment operation, first aid, and other critical topics.

The safety management system covers 100% of employees and includes internal audits and external audits for 25% of the workforce to ensure ongoing improvement. All data is reviewed by the HSSE team, with practices aligned with ANSI, BSI, and relevant federal standards.

GRI 403–2, 403–7, 2–16

Safety Management System BCP Program Revamp



In 2022, APL Logistics began upgrading its OHS management system and integrating a new Safety Management System (SMS). Origami, our chosen safety management system, is used to track incidents, inspections and audits, job safety analyses, root cause investigations, corrective actions, and mitigation efforts. The shift to this system was driven by the recognition that the previous system was inadequate for supporting a modern health, safety, and environmental program. Implementation of Origami enables the correlation of safety data to foster improvements in safety culture, reduce injury rates, and lower overall workers' compensation costs..

The BCP project and facility audit programs are overseen by a designated team. The BCP initiative involves a thorough update of crisis response procedures and resilience strategies. As part of this effort, a threat intelligence platform has been introduced to automate the event lifecycle, enhancing communication between local, regional, and corporate crisis teams. Ensuring the resilience program adapts to evolving customer needs. The facility audit program includes standardized EHS and security audits for all managed or operated facilities. The data gathered from these audits informs decision-making regarding mitigation strategies and highlights opportunities for automation or engineering solutions.

200,000

hours worked

Work-related injuries

0	Fatalities as a result of work-related injury
1	High-consequence work-related injuries
21	Recordable work-related injuries
1.43	Total recordable incident rate

Work-related ill health

0	Fatalities as a result of work-related ill health
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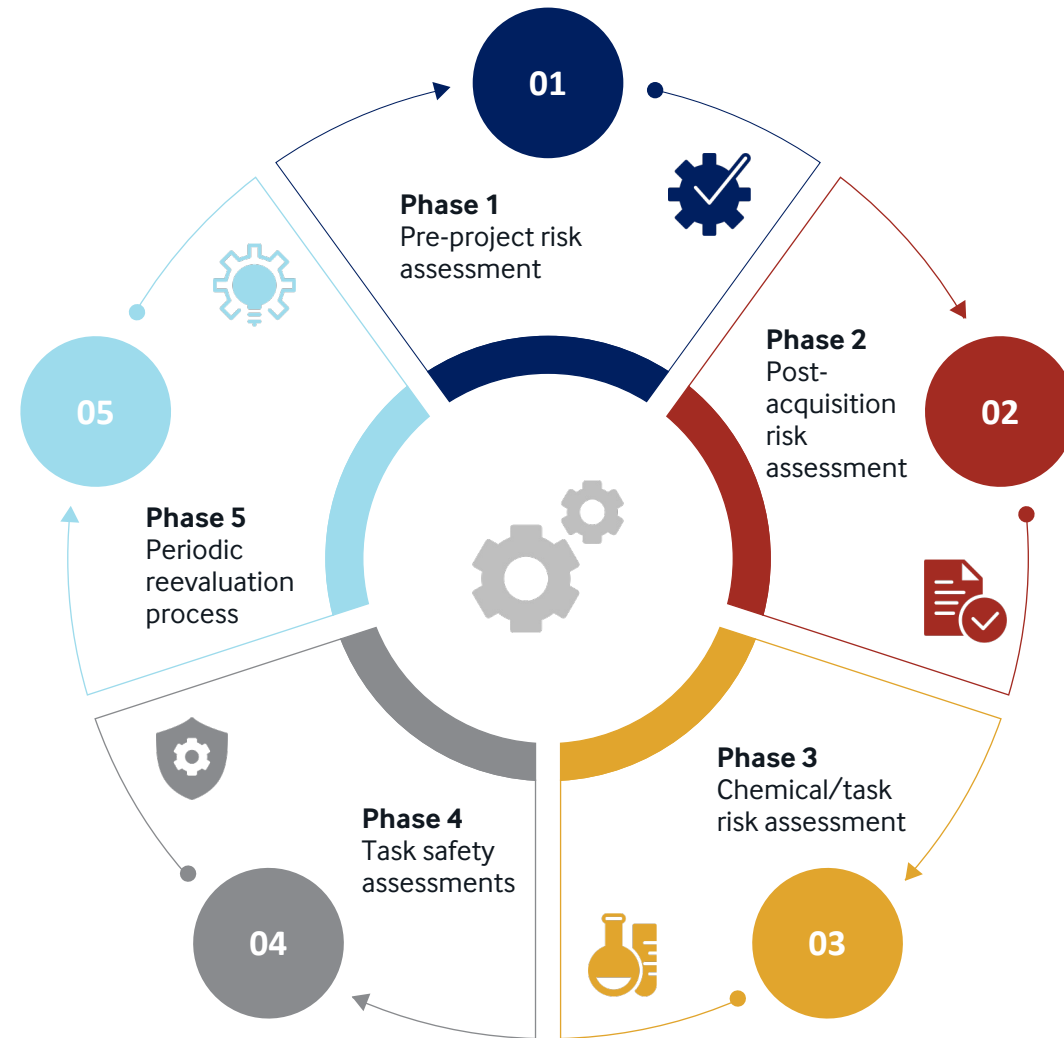
GRI 403-2, 403-7, 2-16

Hazard Identification and Management at APLL

APL Logistics employs a comprehensive approach to hazard identification through methods such as hazard risk assessments, job safety analyses, health and safety audits, incident investigations, and root cause analyses. Area safety leads monitor the effectiveness of these processes and follow up with site personnel to ensure high standards are maintained. When gaps are identified, they provide targeted training to strengthen hazard recognition skills and support proactive risk mitigation.

Findings from these assessments are used to update HSSE procedures and guide the development of safety initiatives that target top-loss areas and drive technological improvements to enhance on-site safety performance. APL Logistics maintains a strict zero-retaliation policy to encourage open reporting. Employees can report hazards to on-site supervisors or managers, contact the HSSE team, or use the confidential ethics hotline as an alternative channel.

A key part of APL Logistics' safety culture is empowering employees to "stop the job" if unsafe conditions are observed. Once a hazard is reported, management addresses the issue directly or escalates it to the HSSE team. All incidents are investigated using root cause analysis tools such as the "5 Whys" and fishbone diagrams. The implementation of corrective actions is tracked and verified, with HSSE conducting follow-up visits to ensure effectiveness and sustainability. This comprehensive approach reflects APL Logistics' continued commitment to maintaining a safe and responsible workplace.



Forced or Compulsory Labor

APL Logistics is committed to protecting the fundamental rights of workers and ensuring that all operations and supply chains remain free from forced or compulsory labor. Our efforts to identify, prevent, and address such risks include rigorous supplier evaluations, strict enforcement of our Codes of Conduct, comprehensive training for employees and suppliers, confidential grievance channels, and partnerships that advance ethical labor standards. These measures reflect our commitment to a workplace built on respect, transparency, and alignment with international labor rights expectations. All related policies and procedures are outlined in regional employee handbooks, which are for internal use only.



GRI 2–30

Worker Related Rights

Employee Representation and Collective Bargaining

Collective bargaining at APL Logistics serves as a structured process for negotiating working conditions, wages, and other employment terms with employee representatives or unions. This approach fosters open dialogue, supports fair treatment, and helps maintain a positive labor environment. Currently, **11.6%** of our workforce is covered by collective bargaining agreements. These arrangements strengthen labor relations, enhance employee engagement, and support operational stability. Moving forward, we will continue to build these partnerships and explore opportunities to expand coverage, reinforcing our commitment to fair and collaborative workplace practices.

Worker Related Rights

Code of Conduct and Ethics Standards

APLL Logistics is committed to upholding high ethical standards and compliance with applicable laws and regulations. Every employee is expected to follow the [APLL Code of Conduct](#), which underscores respect for human rights and responsible business practices. These expectations also extend to our vendors through the [APLL Vendor Code of Conduct](#). Both documents are publicly available online. Key policies, including the Code of Conduct, are regularly reviewed and approved by the APLL Board. Additional policies are examined by relevant department heads and Ethics Committees, and their implementation is monitored through regular reporting to the board. These policies serve as guiding principles for interactions with customers and suppliers, reinforcing APLL's commitment to responsible conduct across all operations and relationships.

Oversight and Accountability

APLL actively encourages feedback from employees during training sessions to improve existing systems. This input is integrated into our compliance and investigation processes. When policy or process gaps are identified, corrective actions are proposed and implemented to address these issues effectively. The Ethics Committees regularly review incident reports and quarterly compliance data to identify trends and recommend updates to policies or training programs. They also analyze hotline complaints to determine if broader corrective actions are necessary.

Ethics Hotline

APLL operates an independently managed ethics hotline that allows employees and other stakeholders to report concerns confidentially. Supported by an external vendor and available in multiple languages, the hotline ensures that all reports are addressed promptly, consistently, and with transparency.

Policies and Procedures

To ensure adherence to our ethical standards, local and regional HR teams, legal advisors, and Ethics Committees work collaboratively to enforce policies. APL logistics has established several mechanisms to support this effort. These measures demonstrate APLL's unwavering dedication to maintaining ethical integrity and fostering a responsible business environment:

- 01 Speaking-Up Policy:** Encourages employees to report possible violations of laws or company policies.
- 02 Open Door Policy:** Fosters transparent communication between staff and management.
- 03 Navex Hotline:** Provides a confidential, multilingual reporting platform accessible online and by phone, and managed by a third-party vendor.
- 04 Investigation Toolkit:** Offers resources to conduct thorough inquiries into reported issues.
- 05 Non-Retaliation Policy:** Protects employees who raise concerns from retaliation or negative consequences.

GRI 405-1 | 405-2

Culture and Belonging

Embracing Our Differences

At APL Logistics, we recognize that cultivating a diverse, equitable, and inclusive workplace is essential—not only for the well-being of our employees but also for driving sustainable growth and fostering positive community engagement. We strive to create an environment where culture and belonging are deeply embedded, and where all stakeholders are treated with respect and humility. Ideas and perspectives from different cultures are valued and encouraged.

Through flexible adaptation and localization, we empower the regions where we operate to tailor approaches that reflect their unique social and legal contexts. In this section, we highlight our ongoing commitment to advancing culture and belonging both internally and externally, with a strong focus on developing our talent pool for future success and fostering a more inclusive environment across all regions.



Our people, our culture, our commitment.

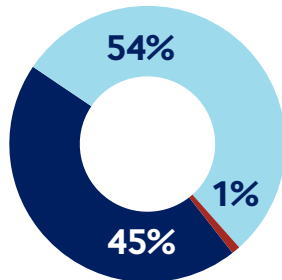


Lamont Nelson
Director of Culture and Belonging

[@Lamont Nelson](#)

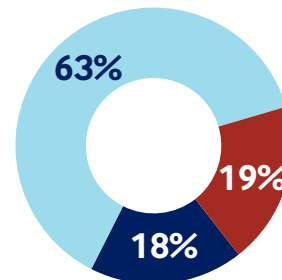
Employees by Gender

- Women
- Men
- Other



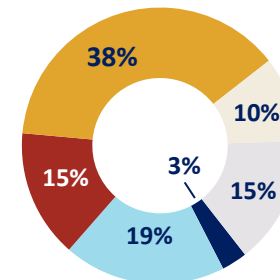
Employees by Age Group

- Under 30
- 30-50
- Over 50



Employees by Region

- NAM
- LATAM
- SEA
- NA
- SA
- EMEA



Culture, Belonging, and Organizational Growth at APL Logistics in 2024

Our Workforce

With operations spanning 72 countries, APL Logistics brings together a wide range of perspectives, experiences, and ways of working. This global reach makes fostering a strong culture of belonging—our rebranded approach to diversity, equity, and inclusion—more important than ever. By prioritizing culture and belonging, we ensure that employees feel valued, supported, and empowered to contribute their best, no matter where they are in the world.

Recognizing the social, legal, and operational differences across our global footprint, we take a decentralized approach, empowering regional teams to tailor initiatives to local contexts. This localization ensures respectful representation and authentic inclusion that reflects regional nuances. Our 2024 workforce continues to demonstrate progress toward inclusivity: 63% of employees are aged 30–50, bringing a blend of experience and energy; 19% are over 50, contributing wisdom and expertise; and 18% are under 30, offering fresh perspectives and innovative ideas. This diversity of experience fuels our sustainable initiatives and dynamic work environment, balancing innovation with insight.

In 2024, the ratio of executive compensation to median employee pay is projected to be approximately 33.47, reflecting our ongoing focus on equitable and transparent compensation practices.



Strengthening Global Framework

Developing comprehensive global Culture and Belonging programs remains essential for positioning APL Logistics as an employer of choice in our markets. Since 2021, our team has prioritized establishing formal programs in North America and Latin America and crafting a centralized global strategy. As of 2024, considerable progress has been made, and our focus for 2025 is on further regional customization and integration.

- **Decentralized DEI Approach:** We have learned that a uniform approach does not suit our diverse landscape. Culture and Belonging initiatives will be led regionally, with active engagement from localized HR, employee groups, and leadership.
- **Commitment to Inclusive Growth:** Our goal remains to ensure equitable opportunities and a welcoming environment worldwide. We will continue listening to our employees, learning, and implementing necessary changes to meet our Culture and Belonging objectives effectively.



Case Study

HR as a Force for Social Impact in Chile


Since 2011, APL Logistics' HR team in Chile has integrated sustainability into strategic planning, launching initiatives with social value that later aligned with environmental programs. Over time, this approach has developed into a model where each HR area leads its own social responsibility projects and contributes to internal communications across Latin America. These initiatives are now monitored to understand their effectiveness and impact.

The program has gradually grown, focusing inward—on our people—and is structured around three core pillars: gender equity, disability inclusion, and youth development. Initiatives such as our Breast Cancer Awareness Month campaigns promote employee health and well-being through education and support, while the Valor Mujer Program, in partnership with Fundación Emplea, certified 17 women over 40 as Warehouse Assistants, providing long-term unemployed women with training and reintegration into the workforce. Both examples highlight our commitment to diversity, inclusion, and meaningful professional growth opportunities for underrepresented groups.

Understanding that social progress varies by country, we foster respectful, inclusive communication that reflects and supports local realities. Today, this program has expanded across several Latin American countries, and we continue working to share its values in more regions worldwide. APL Logistics extends sincere thanks to the HR team in Chile for their dedication in developing these programs and for the meaningful impact they have made on our employees and on society.

 [@Sergio Valenzuela Bilbao](#)

 [@Camila Martinez Rodriguez](#)

 [@Carla Bravo](#)

Cultivating our Talent

At APL Logistics, our dedication to fostering talent remains a cornerstone of our strategic growth. We continue to invest in initiatives that promote diversity, innovation, and skill development, empowering future leaders in the supply chain industry. Through dynamic educational programs, inclusive internships, and recognition of exceptional efforts, we strive to build a resilient, diverse workforce capable of meeting global logistical challenges.

APLL's Culture and Belonging team, together with Employee Resource Groups (ERGs), delivers voluntary diversity training and educational offerings for U.S. employees. Highlights include a Virtual Speaker Series addressing topics such as generational bridging, LGBTQ+ workplace climate, Latinidad, and International Women's Day. Additionally, in-person events at distribution centers celebrate U.S. heritage months and observances, fostering cultural awareness and community.

Employee Resource Groups

From 2020 to 2024, APLL formally recognized ERGs, created by employees around shared identities, backgrounds, or experiences. These groups, supported by allies, contribute to career development, community engagement, and business innovation, reflecting APLL's commitment to an inclusive workplace culture.



Mentorship Programs

Building on the success of the Mentorship Pilot program—initiated through employee interest via the Jumpstart Employee Resource Group—APLL launched a formal Mentorship Program in 2024. The program provides a structured space for mentees and mentors to exchange ideas, learn new perspectives, and support both professional and personal growth. The initial cohort included 14 mentees matched with experienced mentors.

Shaping Future Talent Through Ideathons

Each year, APLL hosts Ideathons, a university partnership program where student teams work together to tackle real business challenges while exploring career opportunities at APLL. Over the span of 2.5 days, participants focused on high-impact topics such as sustainability and process improvement, presenting their innovative solutions to APLL, partner university representatives, and judges from leading industry sponsors—companies that support the events and actively seek to hire standout participants. The events also offer career development and networking sessions, helping students build valuable skills, foster industry connections, and inspire the next generation of talent.



Training and Education

Girls Inc STEM Program: APLL Youth Leadership and Tech Skills Development Sponsorship

The Girls, Inc. STEM program is a three-year sponsorship program aimed to empower 72 ninth to eleventh girls at Therrell High School in Southwest Atlanta with key skills in technology and leadership. In the first semester, APLL leaders provided training in public speaking, networking, and persuasive proposals to build confidence and communication skills. In the second semester, guided by YWCA Greater Atlanta's Teen Girls in Technology, students participated in a Shark Tank-style competition. They formed "InnovateHER Squads" to develop tech solutions, such as apps and AI to address community issues. The program fosters technical skills, entrepreneurial thinking, and leadership, promoting sustainable community development through youth empowerment.



Leadership is a process of continuous development. We cultivate essential skills for future leaders. Leadership is about connection, influence, adaptability, and how people are learning. Leaders need to be comfortable challenging assumptions and making high-impact decisions on behalf of the company. They must also be resilient, conversation-driven, and aware that every interaction they have helps shape the company's culture, builds trust within the team, and drives engagement—so that people feel good about showing up to work every day.



Deanie Marin Lucchesi
Global Learning and
Development Manager

 [@Deanie Marin Lucchesi](#)

Our Community and Efforts

At APLL, we recognize that our success is deeply connected to the well-being of the communities where we operate and the strength of our global partnerships. Our commitment goes beyond business operations; it encompasses fostering ethical practices in our supply chain, supporting social responsibility initiatives, and actively contributing to environmental sustainability. Through ongoing programs focused on community engagement, and environmental stewardship, we strive to make a meaningful and lasting impact.

GRI 413–1, 413–2

Local Communities

Supporting Our Local Communities

APLL is dedicated to responsible business practices that extend beyond operations to support local social, environmental, and economic development. The company is advancing social and environmental impact assessments and participatory processes to better understand local needs. Strengthening environmental monitoring and transparent communication with stakeholders are key priorities. APLL also aims to improve worker representation bodies, like works councils and health and safety committees, to address community and workforce impacts more effectively.

Formal grievance mechanisms are in place and continuously improved to manage concerns responsibly. These efforts demonstrate APLL’s ongoing commitment to sustainable development, strong community relationships, and continuous learning and engagement.

InMotion

In 2024, APLL’s CSR initiative, InMotion, focuses on creating meaningful community impact through volunteering, education, food aid, and nonprofit partnerships. The initiative emphasizes long-term sustainability and resilience, reflecting core values like accountability and leadership, and promotes global employee involvement in activities supporting environmental restoration, disaster preparedness, food security, health awareness, and educational development.

Around the world, employees have engaged in ecosystem restoration, cleanups, mangrove planting, health campaigns, and facility restoration. In 2024, these efforts—ranging from beach cleanups to community health clinics—highlight APLL’s commitment to social responsibility. Looking ahead to 2025, APLL aims to expand these efforts, strengthening its role as a responsible corporate citizen.

“ APL Logistics is a company with a clear vision of knowing that its local impact matters to the people, their environment, and the ecosystem that we must care for. And more importantly, with what we do, we can help other companies with that same vision achieve their goals and be a spokesperson for raising awareness among other companies.



Esteban Oviedo
Regional Director Key
Account & Team Lead LATAM

 [@Esteban Oviedo](#)





Recognition in 2024 Champion of Good in Singapore

APL Logistics Singapore has been honored with the prestigious Champion of Good award by the National Volunteer and Philanthropy Centre (NVPC), Singapore. This award, the highest recognition from the NVPC, is a testament to our company's exemplary commitment to social responsibility and employee engagement. It reflects our collective efforts and is a source of immense pride for all of us.

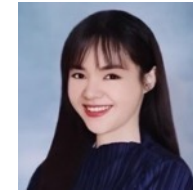
"Champion of Good" is the highest award from the National Volunteer and Philanthropy Center that recognizes purpose-driven companies whose corporate purpose demonstrates a positive impact across people, society, governance, and economic dimensions, especially in Singapore. This award is an acknowledgment of our direction as a company and our efforts supporting Maxim 4—*We will be an employer of choice in our chosen markets.*

As Darren Boonham, Director, Regional HRBP for EMEA & Asia, stated, "This external recognition is a real testament to everyone involved and truly reflects and demonstrates our continued focus on our people, our most important asset. It's an absolute delight to learn that the focus and importance of maximizing engagement levels in line with our values and our people being at the heart of everything we do has culminated in such a prestigious award."

 [View LinkedIn Post](#)



At APL Logistics we do everything we can to positive impact people. Our ambition is to have continuous activities in the local communities - from planting trees, funding for education in local marginalized communities, scholarship for your children, to recycling initiatives



**Duong Hoang
Ngam (Mary)**
HRBP Manager



[@Duong Hoang Ngam \(Mary\)](#)

Local Community Initiatives

Corporate Social Responsibility in Bangladesh

APLL continues to demonstrate its dedication to social responsibility through recent CSR initiatives across Bangladesh. The Dhaka team organized a blood donation camp in partnership with the Quantum Foundation, contributing to saving lives and strengthening community bonds. Meanwhile, the Chittagong team took action to promote environmental sustainability by conducting a coastal cleanup at Parki Beach, emphasizing the importance of coastal preservation and eco-awareness. These initiatives reflect a strong organizational commitment to making a positive impact on local communities and inspiring ongoing engagement. Through these efforts, APLL aims to continue fostering positive change and creating a lasting, meaningful difference in the regions where it operates.



[View LinkedIn Post](#)

Corporate Social Responsibility Initiatives in Pakistan – Asghari Memorial School

Since 2019, APLL has engaged in Corporate Social Responsibility activities with Asghari Memorial School, a charity-funded elementary institution. Originally serving 50 students, the school has experienced significant growth and now educates over 200 children, all requiring financial assistance for their education. Over the past five years, APLL has sponsored 10 students annually, contributing a total of 180,000 PKR (approximately \$623 USD) each year to support their schooling expenses.

Corporate Social Responsibility Initiatives in Chile: Waste Management

Participating in beach clean-ups plays a crucial role in raising awareness about marine debris and waste management. Such initiatives help educate communities about environmental sustainability, reduce pollution, and foster a sense of collective responsibility for protecting our natural landscapes. Through hands-on activities, volunteers can directly see the impact of waste on ecosystems and become motivated to adopt more sustainable behaviors.

To kick off 2024, APLL Chilean Commercial Key Account Management Team hosted the “Sustainability Meeting,” bringing together clients and industry experts to reinforce APLL’s collective commitment. APLL Chile organized a hands-on field activity involving company managers, clients, and a leading waste management organization. Together, they participated in a beach cleanup along the local shoreline, collecting waste to help protect the environment. With collaborative efforts and expert guidance, the teams successfully collected and mitigated waste along the coastline, delivering results that underscore APLL dedication to environmental responsibility. The initiative resulted in the collection of **80 kilograms of waste**, which translates into significant environmental benefits, including:

- The generation of 170 kWh of electrical energy
- The prevention of 18 liters of oil pollution
- A reduction of 13 kilograms of CO₂ emissions

These bioequivalent savings demonstrate the positive impact of resource conservation and emission reductions per ton of recycled waste. In recognition of this contribution, APL Logistics received an official certification acknowledging our commitment to environmental stewardship.

Delivering Social Impact Through Innovation & Operational Excellence

As a global supply chain leader, APL Logistics advances social impact not only through community engagement but through the way we innovate, operate, and grow. Our 2024 achievements reflect our Maxims and reinforce our commitment to a more responsible and opportunity-creating logistics ecosystem. We are strengthening oversight through enhanced ESG screening tools, risk assessments, and clearer supplier metrics, supported by regular risk mapping and compliance audits, to ensure transparency, accountability, and consistent vendor alignment with our standards.

Innovation

Aligned with Maxim 1 — *Strive to be the premier Order Management provider in the world*— we continued modernizing our logistics operations through technology that enhances accuracy, safety, and sustainability.

- **Conveyor gantry scanning** at select CFS locations, improving speed and reducing manual handling risks.
- **Dock Scheduling Systems** and upgraded **Warehouse Management System** deployments that increase visibility and improve warehouse throughput.
- A new **Transport Management System (TMS)** for Asia, enabling more efficient routing, better data management, and improved service reliability.

These innovations contribute to safer workplaces, improved customer outcomes, and stronger digital capability across our supply chain.

Operational Excellence

In support of Maxim 2— *Create opportunities for all employees and commit to improving the communities in which we operate*—we expanded solutions that directly contribute to cleaner and more resilient logistics networks.

- Launching CFS-to-port and shuttle-run **heavy-duty 100% EV operations** in China, India, and the Philippines, completing over 8,300 zero-emission shipments in 2024.
- Expanding **cross-border trucking** services in ASEAN, enhancing regional connectivity and reducing bottlenecks.
- Growing **multimodal offerings in China** and **rail forwarding and MMS services in India**, giving customers more efficient, lower-carbon alternatives.
- Strengthening infrastructure through **LEED-certified facilities** in New Delhi, Jakarta, and Santiago, supporting healthier work environments and reducing energy use.

These efforts reinforce our commitment to environmental improvement, community well-being, and operational responsibility.

Commercial Expansion

Reflecting Maxim 3 — *Be accountable to our employees, each other, and our customers* — and Maxim 4 — *Be an employer of choice in our chosen markets* — we continued deepening market presence and building platforms for engagement.

- Continued our **Global Symposium Series** across Asia, creating spaces for collaboration, industry dialogue, and knowledge exchange.
- Opening **new offices** in Miami, Charlotte, and Mumbai
- Establishing a **new APLL entity in France**, expanding our reach and improving service to customers worldwide.

These commercial milestones enhance local responsiveness, strengthen customer partnerships, and create new opportunities for our employees to develop and lead.



We need to see the impact of our own actions. We can make our world a better place. To do so, we need to use the diverse and available solutions that APLL is providing to customers around the world. We should be able to understand the choices we make and the lasting impact of those choices. We can drive change—from the smallest actions to the biggest impact we're capable of making.



Kehkashan Naz
Account Coordinator

 [@Kehkashan Naz](#)



Driving Change, Driving Electric

APL Logistics deployed heavy-duty electric vehicles in challenging markets including Chennai, Fuzhou, Yantian, Manila, and Shanghai, serving five key customers and completing over 8,300 shipments.

Switching from diesel to EVs reduced emissions, lowered noise, and improved air quality, while we purchased renewable energy certificates to offset emissions from vehicle charging, demonstrating a truly end-to-end green solution that addresses both operational efficiency and environmental responsibility.

As first movers in this space, we embraced the challenges of emerging markets, setting a benchmark for innovation while continuing to deliver reliable, high-quality service.



Knowledge Sharing in Action from Jakarta to Amsterdam

In 2024, APL Logistics hosted five additional Global Symposium Series events across Asia, along with a Disruptions and Resilience Conference in Amsterdam.

Highlighting the Jakarta symposium, the event brought together 25+ stakeholders to examine Indonesia's manufacturing dynamics and optimize material sourcing from China to Western and Central Java. Discussions focused on reducing logistics costs, accelerating production timelines, and improving supply chain visibility, supporting over 250,000 families and critical export sectors.

The EMEA Conference convened customers and industry experts to share strategies for managing disruptions, leveraging real-time insights, and adopting technology to maintain resilient supply chains. Contributions from Drewry Shipping Consultants Ltd and S&P Global added valuable market perspectives.

Together, these events fostered collaboration, knowledge sharing, and APL Logistics' mission to help partners build resilient, future-ready supply chains.



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Advancing Our Commitment

People First


At APL Logistics, our social impact begins with our people. In line with Maxim 4—*We will be an employer of choice in our chosen markets*—we work to create an environment where employees feel valued, supported, and empowered to grow. Our commitment to fair labor practices, inclusive development opportunities, and safe working conditions not only strengthens our global supply chain but also reinforces our responsibility to the communities in which we operate. By fostering workplaces that prioritize well-being, belonging, and ethical leadership, we continue to build a reputation as a trusted and responsible employer.

This commitment is reflected in the recognition we received throughout 2024. APL Logistics earned multiple HR and workplace awards that highlight our progress in employee engagement, talent development, diversity and belonging, and organizational excellence. These achievements underscore our dedication to attracting, developing, and retaining exceptional talent across all regions.

“ We are a team with a very diverse group of people from a wide range of backgrounds. This is a very strong point in our culture in APL logistics that we don't see the background of our people but instead, we see the possibility of the people and what can they add to the organization. It is important to understand our employees and ensure we maximize the strengths of our teams. We must make sure there are development programs and identify they all have their own a growth path in our organization and understand what they need in their development.



Robert Rusche
Director of Regional Finance
Officer Americas & EMEA

 [@Robert Rusche](#)

2024 Awards and Recognitions

List of EOC Awards

HR Asia Best Companies To Work For In Asia

China 2024 | India 2024 | Philippines 2024 |
Singapore 2024

HR Asia Diversity, Equity & Inclusion Awards 2024

India 2024

HR Asia Sustainable Workplace Awards 2024

India

HR Asia Happiest Workplace Certification 2024

Singapore

Champion of Good 2024

Singapore

Best Workplaces in Logistics & Transportation 2024

Sri Lanka

Best Workplaces in Sri Lanka 2024 (Micro size Workplace Category)

Sri Lanka

Manpower Developer Award 2024

Hong Kong

Bharat Leadership Award 2024

India

The Economic Times Future Ready Organization 2024

India

At the core of our corporate philosophy is a steadfast commitment to integrity and accountability. We believe that strong governance and ethical conduct are essential to building trust and sustaining long-term success. This section highlights our dedication to ethical practices, transparency, and strong governance frameworks that ensure accountability to our stakeholders and full compliance with all regulations.

Governance & Accountability

53 Anti Corruption

55 Data Security

56 Advancing Our
Commitment

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-14 | 2-17 | 2-18

Governance & Accountability

Our Business Integrity

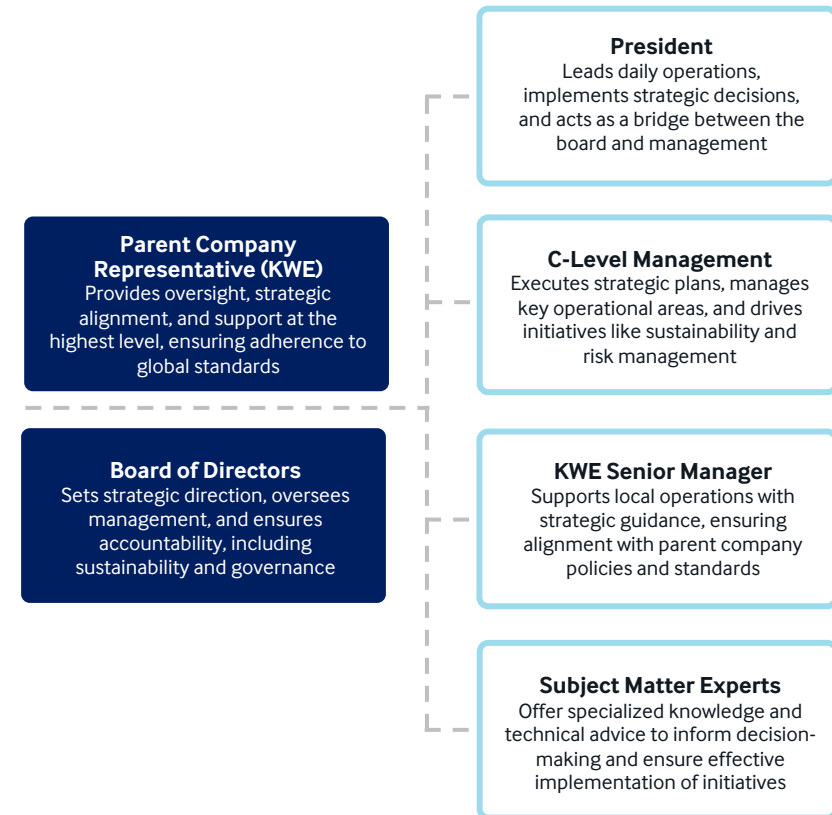
Governance Structure and Composition

Governance initiatives are essential for promoting sustainability within an organization, ensuring that environmental, social, and governance (ESG) principles are thoroughly integrated into everyday operations. At APL Logistics, these initiatives are fundamental to cultivating a culture of accountability and promoting long-term value creation. By incorporating ESG objectives into employee performance goals, the company aligns individual contributions with its overall sustainability vision, fostering a shared commitment to responsible practices. These efforts are further reinforced by adherence to reputable frameworks such as the CDP and Eco Vadis, which offers guidance and validation for APL Logistics' sustainability strategies. Through strong governance-driven initiatives, APL Logistics not only advances its sustainability commitments but also sets a standard for responsible business leadership.

General regular reporting to and meetings of the Board of Directors occur within our organization. We also have committees that are required to approve certain measures, all guided by our Procedures and Operations Manuals (POMs).

However, further details regarding these processes are confidential. Each member on the board is a subject matter expert in their respective fields and is entrusted with guiding this company with due diligence, reasonable care, and skill. Even the lowest level of stakeholder concerns is taken seriously and can be elevated to reach the Board's agenda. APL Logistics' president holds quarterly Town Halls as a conduit and educational session between Board decision making, operational trends, market updates, and the company's entire employee base.

In the following section, we highlight APL Logistics' governance composition and the key responsibilities that drive governance at APL Logistics. This composition demonstrates how leadership and strategic oversight play a crucial role in supporting the company's sustainability initiatives and ensuring that responsibilities practices are embedded at all levels of the organization.



Committees
Review proposals, monitor performance, and ensure policies and compliance are upheld across specific areas like risk, audit, and sustainability

Risk Committees



Comprising Heads of Risk, Operations, IT, Internal Audit, and Legal

HR and Compensation Committee



Comprising Heads of Finance, HR, Legal, Board Chairman, and company President

401K Committee



Mandated by U.S. ERISA law, consisting of U.S. Heads of HR, Benefits, Finance, and COO

Total Rewards Committee



Comprising Head of Global Rewards, U.S. Benefits, COO, CHRO, along with representatives from Finance and HR

APLL Management Strategic Transaction Committee



Comprising Heads of Legal, Compliance, and President

Compliance Ethics Committee



Comprising Heads of Legal, President, and Head of Compliance

Governance Bodies

APLL’s success is fundamentally supported by strong governance and accountability, guided by our Board of Directors. The Board plays a vital role in setting and approving our corporate and sustainability strategies, including environmental, social, and governance (ESG) matters. It comprises representatives from KWE, along with APLL’s President, key C-level executives, and at least one senior manager from KWE. The Board is responsible for overseeing strategic initiatives, ensuring the integration of ESG considerations, and addressing stakeholder concerns through effective communication channels.

Issues or risks that arise are escalated appropriately, with ongoing open dialogue between company subject matter experts (SMEs) and the Board. The Board reviews ESG performance annually or during ad hoc quarterly meetings, considering impacts, risks, opportunities, and reporting related to sustainability and CSR strategies, which are embedded in the Board’s charter. Additionally, data on energy and fuel consumption—converted to align with emissions reduction goals—is reported monthly to our parent company.

APLL maintains an external Enterprise Risk Management (ERM) system that consolidates risks up to the highest levels of Board approval. Senior management regularly polls for the company’s top risks, which are distilled into 23 primary global risks, including

7 external risks. Climate change-related risks—such as physical, force majeure perils including floods, fires, earthquakes, and extreme weather events like heatwaves and droughts—are categorized among 13 operational risks. Updates on these risks and their significance are presented to the Board and senior management quarterly.

Risk management involves a structured process starting with a Risk Subcommittee composed of regional, senior-level representatives from across the organization. This committee reports to the Management Ethics, Compliance, & Social Responsibility Committee, which in turn reports to the Board’s Ethics, Compliance, & Social Responsibility Committee. Ultimately, the highest governance authority in this chain is the Board, which reviews escalated issues and risks on a quarterly basis, ensuring oversight and mitigation aligned with strategic priorities.

Furthermore, the Board oversees the company’s governance framework, compliance, and operational effectiveness through various policies and committees governed by our Policies and Operating Manuals (POMs). This structured approach maintains the integrity, transparency, and accountability of our governance and ESG practices.

GRI 2–19 | 2–20 | 2–21

Remuneration Policies and Process

Our remuneration practices and policies are overseen and approved by the Compensation Committee, which includes our Chair, President, CFO, CHRO, and General Counsel. The Committee is responsible for setting the remuneration budget, which is then reported to KWE, our parent company. We conduct an annual employee satisfaction survey that provides staff with a platform to express their opinions and concerns regarding salaries and benefits. The feedback from this survey is carefully considered when preparing presentations for the Compensation Committee to inform their decision-making.

In establishing our remuneration packages, we utilize external market data from well-established, independent companies. This data covers both salaries and benefits and is linked to scores obtained through our internal job evaluation system, ensuring competitive and fair compensation practices. Regarding our total compensation ratio, the annual total compensation of our highest-paid individual is **33.47** times the median annual total compensation of all employees, excluding the highest-paid individual. This metric helps us monitor and maintain competitive compensation levels within our organization.

GRI 2–23 | 2–24

Policy Commitment: Code of Conduct

Our operations are fundamentally guided by a strong ethical framework reinforced through our updated Code of Conduct and Vendor Code of Conduct. These documents establish clear expectations for ethical behavior, legal compliance, and integrity across all our relationships—whether with employees, vendors, or suppliers. They serve as cornerstones to ensure that our business practices adhere to the highest standards of honesty, legality, and corporate responsibility on a global scale.

The APLL Group’s Code of Conduct requires all employees to adhere to applicable laws and regulations. Simultaneously, the group seeks similar contractual commitments from vendors through the [APLL Vendor Code of Conduct \(VCOC\)](#). Both the Code of Conduct and the Corporate Statement of Ethics, which emphasizes our commitment to respecting human rights, are publicly accessible online at <https://apllogistics.com/cordefofconduct>.

While supplementary materials are generally communicated internally to APLL employees, the key policies—such as the Code of Conduct—undergo regular review and approval by the APLL SG Board. Relevant policies are also scrutinized by heads of functions and Ethics Committees, with findings subsequently reported to the Board. These policies extend across all group entities and employees, guiding conduct in interactions with customers, vendors, and other stakeholders.





GRI 2–24 | 2–25 | 2–26

Embedding and Upholding Policy Commitments

APLL’s compliance framework is anchored in a comprehensive global Code of Conduct applicable to all employees, setting clear expectations around ethical and legal behavior. This framework is further supported by targeted policies addressing critical risks such as antitrust, anti-bribery, and money laundering. To promote adherence, APLL maintains a suite of mechanisms including a speak-up policy, an open-door corporate culture, an anonymous hotline via Navex (accessible online and by telephone), an investigation toolkit, and a strict non-retaliation stance.

Implementation and enforcement are supported by regional HR and legal teams, as well as Ethics Committees, which oversee compliance initiatives. Regular training sessions solicit feedback from staff to identify gaps or deficiencies in existing policies and processes, with subsequent remediation efforts incorporated into ongoing risk management. The Ethics Committees also review compliance reports, hotline complaints, and quarterly statistics, enabling them to recommend revisions or additional training where necessary.

GRI 2–15

Conflict of Interest Management

In accordance with the Vendor Code of Conduct, vendors are required to disclose any potential or actual conflicts of interest. For individuals serving on the boards of APLL Group entities, compliance with relevant corporate governance standards and laws—including conflict disclosures—is mandatory. Each director of APL Logistics Ltd. completes an annual conflicts disclosure form under Singapore law. These disclosures are shared with fellow board members, and appropriate control measures are established as needed to mitigate conflicts. Such disclosures are also accessible to the company’s sole shareholder, Kintetsu World Express, Inc. Additionally, related-party transactions are transparently disclosed in APL Logistics Ltd.’s annual financial statements, in line with applicable accounting standards.

To access the APLL Codes of Conduct, please [visit our site here](#).

Anti Corruption

At APLL, integrity and ethical conduct are fundamental to our business operations and corporate culture. We are committed to upholding the highest standards of compliance with applicable laws and regulations related to anti-corruption across all regions where we operate. This section outlines our ongoing efforts to prevent, detect, and address any instances of corruption, as well as our dedication to fostering a transparent environment that promotes trust, accountability, and ethical behavior at all levels of the organization.

GRI 2–27

Legal Compliance

APLL is dedicated to maintaining a strong compliance framework and is actively enhancing its systems to better track and manage any instances related to laws and regulations. The company is committed to increasing transparency, raising awareness, and implementing measures to promptly identify and address compliance matters. Moving forward, APLL aims to systematically record and analyze instances of non-compliance, including their nature and any relevant sanctions, to support ongoing improvement, risk mitigation, and a culture of integrity across our operations. We remain committed to fostering a culture of compliance and ethical conduct by continuously reviewing and strengthening our policies, training programs, and oversight mechanisms. Our ongoing initiatives are designed to proactively identify and manage compliance risks, reinforcing our dedication to legal excellence and ethical standards.

GRI 2–28

Membership Associations

The APLL Group participates in select trade associations where membership aligns with our strategic, ethical, and legal standards. Prior to joining any association, thorough due diligence is conducted to ensure compliance with antitrust and competition laws, as well as compatibility with the group's broader legal and ethical commitments.

Joining the Maritime Anti-Corruption Network (MACN)

In 2024, APL Logistics formally joined the Maritime Anti-Corruption Network (MACN), reinforcing the company's commitment to integrity and ethical conduct across its operations. This strategic partnership underscores APL Logistics' zero-tolerance policy toward bribery and corruption within the supply chain. By collaborating with MACN, the company aims to strengthen its compliance measures and promote transparency in maritime and logistics practices.

As stated by David Glauber, General Counsel of APL Logistics, "This marks an important step in our zero-tolerance policy toward bribery in the supply chain. We look forward to partnering with MACN in 2025 and beyond as we continue to uphold our commitment to compliance, ensuring that APL Logistics remains a trusted partner for customers and vendors worldwide." This engagement exemplifies the company's proactive approach to ethical governance and continuous improvement in responsible business practices.



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GRI 418–1

Data Security

Ensuring Trust

APL Logistics is deeply committed to protect stakeholder’s data, cybersecurity and business continuity, supported by comprehensive policies, procedures, and guidelines. Our multilayered approach prioritizes prevention, with efforts also focused on eliminating and mitigating risks. We achieve this through a combination of technology, personnel, and process controls. As a result, in 2024 APLL encountered **0 complaints** related to data security or privacy, reaffirming our dedication to maintaining the highest standards in safeguarding information and ensuring operational stability.

Cybersecurity

At APLL, we adopt a comprehensive approach to data privacy management, engaging with diverse stakeholders to ensure accurate classification and protection of personal information. This strategy not only reduces data privacy risks but also ensures strict compliance with international data protection laws and regulations. We are proud to report that we have received zero substantiated complaints from regulatory

authorities or external parties regarding breaches of customer privacy, reflecting our strong commitment to cybersecurity and safeguarding business continuity.

Our focus on cybersecurity and business resilience is supported by rigorous policies, procedures, and guidelines. Our philosophy emphasizes a proactive prevention model, complemented by strategies to eliminate and mitigate potential risks through advanced technology, trained personnel, and sound process controls. It is important to acknowledge that our security and business continuity plans contain sensitive, proprietary information designed to protect our employees and data. As a result, these plans are confidential and cannot be shared outside of APLL.

Data security & Protection

Protecting the personal data of APLL’s employees, vendors, partners, customers, and other individuals involved in our operations is of utmost importance. Ensuring data is handled fairly and transparently aligns with APLL’s core values and is essential for maintaining trust and our reputation. Data protection requirements vary across jurisdictions, and APLL’s policies, processes, and procedures are designed to ensure compliance with applicable laws. Our data

privacy principles include lawfulness, fairness, transparency, purpose limitation, data minimization, data retention, security, and respect for individuals’ rights and accountability.

The Data Protection Manager and Legal Department oversee data privacy efforts, while the IT Department monitors enterprise-wide compliance with these policies. Our practices support adherence to regulations such as the General Data Protection Regulation (GDPR) and similar frameworks in the countries where we operate.

For more details, you can review our official [Privacy Policy](#).



Future In Focus

Reflecting on our journey, APL Logistics has made significant strides in our sustainability initiative. This foundational analysis has equipped us with the insights necessary to implement targeted emissions reduction efforts in the upcoming phases of our sustainability strategy. By establishing Science-Based Targets, we are enhancing our accountability and commitment to reducing our environmental impact. These efforts underscore our determination to not only meet industry standards but to set a benchmark for sustainability in logistics.

As we move forward, our commitment to the well-being of our employees remains steadfast. We are focused on implementing programs that promote health, safety, and work-life balance, ensuring that our workforce thrives in a supportive environment. At the same time, APL Logistics is dedicated to driving innovation and advancing technology within our operations. By investing in cutting-edge solutions, we aim to improve efficiency, reduce our carbon footprint, and create a more sustainable logistics framework. Together, these initiatives will empower us to enhance our impact, cultivate a positive workplace culture, and contribute meaningfully to the communities we serve. As we embrace the future, let us remember that with every step we take toward sustainability, we are shaping a better world for generations to come.



A stylized world map rendered in a light blue, dot-matrix or wireframe style. The map is overlaid with a network of thin white lines connecting various points across the globe, suggesting a global logistics or data network. The background of the entire page is a blurred image of business professionals in a meeting, with a blue color cast.

Appendix

GRI 2-2

List of Subsidiaries Included in this Report

APL Logistics financial reports and the information contained in this report represents all APL Logistics entities as listed below. APL Logistics Ltd. consolidates information across its multiple entities with a comprehensive and standardized approach. Adjustments are made to the books for the impact of minority interests, ensuring full compliance with IFRS accounting standards. This adherence to IFRS extends to all transactions, including those related to mergers, acquisitions, and the disposal of entities or parts of entities, which are meticulously handled according to these standards.

Moreover, all disclosures in our financial statements are developed in collaboration with EY Singapore, aligning with applicable requirements and standards. This consistent approach ensures that our financial reporting is transparent and reliable across all disclosures, maintaining uniformity in the treatment of material topics.

- APL Logistics SCS Hong Kong Limited
- APL Logistics Taiwan, Ltd
- APLL Global Support Service (Chongqing) Ltd.
- APL Logistics Lanka (Private) Limited
- APL Logistics (India) Private Limited
- APL Logistics Pakistan (Private) Limited
- India Infrastructure and Logistics Private Limited
- APLL Global Support Services (India) Private Limited
- APL Logistics (Cambodia) Pte., Ltd.
- APL Logistics (Myanmar) Company Limited
- PT. APL Logistics
- APL Logistics Sdn. Bhd.
- APL Logistics Viet Nam Company Limited
- APLL Global Support Services (M) Sdn. Bhd.
- APL Logistics Properties, Inc.
- APL Logistics Americas, Ltd.
- APL Logistics of Canada, Ltd.
- APL Logistics Land Transportation Services, Ltd.
- APL Logistics Warehouse Management Services, Inc.
- APL Logistics International Services, Ltd.
- APL Logistics Transportation Management Services, Ltd.
- APL Logistics Philippines, Inc.
- APLL Global Business Service (Philippines) Inc.
- APL Logistics Supply Chain Services (Beijing) Co., Ltd.
- APL Logistics Supply Chain Services (Shanghai) Co., Ltd.
- APL Logistics Supply Chain Services (Shenzhen) Co., Ltd.
- APL Logistics Bonded Supply Chain Services (Shanghai) Co., Ltd.
- APL Logistics Korea, Ltd.
- APL Logistics Investments Co., Ltd.
- APL Logistics Bonded Supply Chain Services (Shenzhen) Co., Ltd.
- APL Logistics Distribution Services (Hong Kong) Company Limited
- APL Logistics (Shenzhen) Electronics Co., Ltd.
- APL Logistics China, Ltd.
- APL Logistics Import & Export (Shanghai) Co., Ltd.
- APL Logistics Warehouse Management Services de Mexico, S.A. de C.V.
- APL Logistics de Mexico, S.A. de C.V.
- APL Logistica de Costa Rica, S.A.
- APL Logistics de Guatemala S.A.
- APL Logistics Europe B.V.
- APLL UK Ltd.
- APL Logistics of Canada, Ltd.
- APL Logistics Holdings de Chile, S.A.
- APL Logistics Chile, S.A.
- APL Transportation and Logistics Limited Sirketi,
- APL Solucoes de Logistica Ltda,
- APL Logistics Chile Freight Forwarders Limitada,
- APLL Honduras, S. de R.L., APL Logistics Panama S.de R.L.,
- APL Logistics Deutschland Verwaltungen GmbH
- APL Logistics Deutschland GmbH & Co. KG

GRI Index

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, covering data from our global operations from January to December 2024 and aligned with APL Logistics financial report period. The following table provides an overview of where the information can be found relating to GRI Index disclosure that have been incorporated in APLL Sustainability Report framework.

Required GRI Disclosures	Description	Answer
2-1	Organizational details	APL Logistics Ltd., wholly owned subsidiary of KWE, headquarters located in Singapore. Countries of operation: Algeria, Angola, Aruba and other Caribbean islands, Argentina, Australia, Bangladesh, Benin, Brazil, Cambodia, Canada, Chile, China, Colombia, Costa Rica, Cote d'Ivoire Ivory Coast, Djibouti, Dominican Republic, Ecuador, Egypt, El Salvador, Ethiopia, France, Germany, Ghana, Guatemala, Guinea, Honduras, Hong Kong, India, Indonesia, Japan, Jordan, Kenya, Kingdom of Saudi Arabia, Kingdom of Bahrain, Korea, Kuwait, Madagascar, Malaysia, Mauritius, Mexico, Morocco, Mozambique, Myanmar, Namibia, Netherlands, Nicaragua, Nigeria, Oman, Panama, Paraguay, Peru, Philippines, Qatar, Senegal, Singapore, South Africa, Sri Lanka, Sudan, Taiwan, Tanzania, Thailand, Togo, Trinidad y Tobago, Turkey, Uganda, United Arab Emirates, United Kingdom, Uruguay, USA, Vietnam, Zambia
2-2	Entities included in the organization's sustainability reporting	<p>APL Logistics financial reports and the information contained in this report represents all APL Logistics entities as listed below. APL Logistics SCS Hong Kong Limited, APL Logistics Taiwan, Ltd, APLL Global Support Service (Chongqing) Ltd., APL Logistics Lanka (Private) Limited, APL Logistics (India) Private Limited, APL Logistics Pakistan (Private) Limited, India Infrastructure and Logistics Private Limited, APLL Global Support Services (India) Private Limited, APL Logistics (Cambodia) Pte., Ltd, APL Logistics (Myanmar) Company Limited, PT. APL Logistics, APL Logistics Sdn. Bhd., APL Logistics Viet Nam Company Limited, APLL Global Support Services (M) Sdn. Bhd., APL Logistics Properties, Inc., APL Logistics Americas, Ltd., APL Logistics of Canada, Ltd, APL Logistics Land Transportation Services, Ltd., APL Logistics Warehouse Management Services, Inc., APL Logistics International Services, Ltd., APL Logistics Transportation Management Services, Ltd.; APL Logistics Philippines, Inc., APLL Global Business Service (Philippines) Inc., APL Logistics Supply Chain Services (Beijing) Co., Ltd, APL Logistics Supply Chain Services (Shanghai) Co., Ltd., APL Logistics Supply Chain Services (Shenzhen) Co., Ltd, APL Logistics Bonded Supply Chain Services (Shanghai) Co., Ltd., APL Logistics Korea, Ltd, APL Logistics Investments Co., Ltd., APL Logistics Bonded Supply Chain Services (Shenzhen) Co., Ltd, APL Logistics Distribution Services (Hong Kong) Company Limited, APL Logistics (Shenzhen) Electronics Co., Ltd., APL Logistics China, Ltd., APL Logistics Import & Export (Shanghai) Co., Ltd, APL Logistics Warehouse Management Services de Mexico, S.A. de C.V., APL Logistics de Mexico, S.A. de C.V, APL Logistica de Costa Rica, S.A., APL Logistics de Guatemala S.A., APL Logistics Europe B.V., APLL UK Ltd, APL Logistics of Canada, Ltd, APL Logistics Holdings de Chile, S.A., APL Logistics Chile, S.A., APL Transportation and Logistics Limited Sirketi, APL Solucoes de Logistica Ltda, APL Logistics Chile Freight Forwarders Limitada, APLL Honduras, S. de R.L., APL Logistics Panama S.de R.L., APL Logistics Deutschland Verwaltungs GmbH, APL Logistics Deutschland GmbH & Co. KG</p> <p>APL Logistics Ltd. consolidates information across its multiple entities with a comprehensive and standardized approach. Adjustments are made to the books for the impact of minority interests, ensuring full compliance with IFRS accounting standards. This adherence to IFRS extends to all transactions, including those related to mergers, acquisitions, and the disposal of entities or parts of entities, which are meticulously handled according to these standards. Moreover, all disclosures in our financial statements are developed in collaboration with EY Singapore, aligning with applicable requirements and standards. This consistent approach ensures that our financial reporting is transparent and reliable across all disclosures, maintaining uniformity in the treatment of material topics.</p>
2-3	Reporting period, frequency and contact point	The reporting period for this report is January to December 2024 and it is aligned with APL Logistics financial report period. The contact point for this report is Eva James, sustainability@aplllogistics.com
2-4	Restatements of information	N/A

Required GRI Disclosures	Description	Answer
2-6	Activities, value chain and other business relationships	APL Logistics operates in the transportation and logistics industry, specializing as a third-party logistics provider (3PL). APPL offers a comprehensive range of shipment allocation services across various sectors, including automotive, retail, commercial, and industrial markets. These services encompass end-to-end order management, distribution and fulfillment, transportation, customs brokerage, and global trade compliance. Additionally, APL Logistics engages with subcontractors and service providers to assist in delivering these specialized services, ensuring a seamless and efficient supply chain for its clients.
2-7	Employees	<p>Total Employees: 5,687 Total Full-Time Employees: 5,656 Total Full-Time vs. Part-Time Employees per region: EMEA: 163 vs 15 LATAM: 1,059 NA: 862 vs 1 NAM: 2,141 vs 14 SA: 562 SEA: 869 vs 1</p> <p>Total Part-Time Employees: 31</p> <p>For more insights, please refer to the "Social Impact" section of this report</p>
2-9	Governance structure and composition	For insights, please refer to the "Governance and Accountability" section of this report.
2-10	Nomination and selection of the highest governance body	For insights, please refer to the "Governance and Accountability" section of this report.
2-11	Chair of the highest governance body	The chair of the board is a representative from APL Logistics parent company, KWE, and this person is not a senior executive at APPL.

Required GRI Disclosures	Description	Answer
2–12	Role of the highest governance body in overseeing the management of impacts	APLL's success is dependent on its accountability – just look at Maxim 3. Our Board of Directors dictates and approves our corporate and sustainability strategies. When issues arise, they are appropriately escalated to the Board level with ongoing open dialogue between the company's SMEs. The Board is tasked with addressing problems with reasonable care and skill while considering the larger entity. The impacts, risks and opportunities, and reporting related to all ESG and sustainability matters are discussed and reviewed by the Board of Directors annually or on an ad hoc basis during quarterly meetings. The company's CSR strategy is in their hands and written into our Board's charter. Data and progress related to APLL's energy and fuel consumption (converted to correlate to emissions reduction goals) is reported monthly to our parent company. In 2022, APLL hired a third-party consulting agency, NSF, to assist in identifying and managing the organization's impacts on the economy, environment, and people, through a Materiality Assessment. Their job was to give feedback and aid with APLL's sustainability agenda, materiality assessment, CO2 reduction target setting, and general ESG reporting. APLL has an external Enterprise Risk Management system that rolls up to the highest board approvals. Senior management is polled for the company's top risks, and this list was distilled down to 23 primary global risks. Within those 23, 7 were external risks. Risks associated with climate change were among the 13 "Operational" primary risks, a risk of "Physical, Force Majeure Perils" for Flood, Fire, Quake, and extreme Weather events such as heat waves and drought. Updates on these risks and their importance are reported to the Board and senior management on a quarterly basis. The stakeholders involved in this process start with a Risk subcommittee, which is made up of regional, senior level representatives from around the company. This committee reports up to Management Ethics, Compliance, & Social responsibility committee, who then report up to the Board Ethics, compliance, & social responsibility. The highest governance body in this chain is then the Board itself. For more insights, please refer to the "Governance" section of this report. The Board takes direction from the relevant subcommittees mentioned in 2–12. They review issues that are escalated to the highest level on a quarterly basis. For more insights, please refer to the "Governance" section of this report.
2–13	Delegation of responsibility for managing impacts	See answer for Disclosure 2–12
2–14	Role of the highest governance body in sustainability reporting	President and Executive team (C suite) – process of review started with executive team involvement in the execution and delivery of Materiality Assessment. Executive team members were present on all material topic review calls and provided valuable input for the construction of our path forward. A more intensive meeting was hosted with the president and Chief Commercial Officer to prioritize 2–3 identified initiatives within each material topic in July 2022. APLL's sustainability report is reviewed and approved by the Board before publishing as the Board has a vested interest in the Material topics covered.
2–15	Conflicts of interest	Under the VCoC, APLL Group vendors are also required to avoid any conflict of interest, and to disclose any potential or actual conflicts. In addition, individuals who sit on the board of APLL Group entities are required to comply with applicable corporate governance standards and laws, which typically require the disclosure of relevant conflicts of interest. On an annual basis, and in accordance with Singapore law, each director of APL Logistics Ltd makes a conflicts disclosure. These are distributed to the other board members and, where relevant, appropriate controls would be put in place to control such conflicts. Such disclosures would also be visible to the sole shareholder of APL Logistics Ltd (being Kintetsu World Express, Inc.). Related party transactions are disclosed in APL Logistics Ltd's annual financial statements in accordance with applicable accounting standards.
2–16	Communication of critical concerns	Ethics hotline. For more insights, please refer to the "Social Impact" section of this report.
2–17	Collective knowledge of the highest governance body	Each member on the board is a subject matter expert in their respective fields and is entrusted with guiding this company with due diligence, reasonable care, and skill. Even the lowest level of stakeholder concerns are taken seriously, and can be elevated to reach the Board's agenda. APLL's president holds quarterly Town Halls as a conduit and educational session between Board decision making, operational trends, market updates, and the company's entire employee base.

Required GRI Disclosures	Description	Answer
2–18	Evaluation of the performance of the highest governance body	General regular reporting to and meetings of the Board of Directors occur within our organization. We also have committees that are required to approve certain measures, all guided by our Procedures and Operations Manuals (POMs). However, further details regarding these processes are confidential.
2–19	Remuneration policies	For insights, please refer to the "Governance and Accountability" section of this report.
2–20	Process to determine remuneration	For insights, please refer to the "Governance and Accountability" section of this report.
2–21	Annual total compensation ratio	For insights, please refer to the "Governance and Accountability" section of this report.
2–22	Statement on sustainable development strategy	For insights, please refer to the "Governance and Accountability" section of this report.
2–23	Policy commitments	The APLL Group Code of Conduct mandates that all employees comply with applicable laws and regulations. Additionally, the group seeks similar contractual commitments from its vendors through the APLL Vendor Code of Conduct (VCOC). Both the Code of Conduct (COC) and the Corporate Statement of Ethics, which outline APLL's commitment to respecting human rights, are available online at https://apllogistics.com/cordeofconduct . While supplementary materials are typically distributed only to APLL employees, key policies such as the Code of Conduct are regularly reviewed and approved by the APLL SG Board. Supplementary policies are typically reviewed by relevant heads of function, the Ethics Committees, and are reported to the APLL SG Board. The Code of Conduct and group policies apply to all group entities and employees, guiding all interactions with customers and vendors. For more insights, please refer to the "Governance and Accountability" section of this report.
2–24	Embedding policy commitments	For insights, please refer to the "Governance and Accountability" section of this report.
2–25	Processes to remediate negative impacts	The APLL group's compliance program is based on an overarching global Code of Conduct that applies to all employees. It sets the group's expectations surrounding ethical and legal conduct, and it is supplemented with additional policies for key risks such as antitrust, antibribery, money laundering, etc. In order to effectuate these policies, APLL maintains a speaking-up policy which sets expectations for all employees to speak out when they see a potential breach of the law or APLL's policies, an open-door policy, an online/telephone Navex hotline, an Investigation toolkit, and a non-retaliation policy. Amongst these avenues, local/regional HR and legal teams and the members of Ethics Committees also work to ensure these policies are implemented. The APLL group seeks feedback on existing systems during training sessions, and an express part of the compliance investigation process is to take account of any reported deficiencies in existing policies/processes and to propose remediation measures. APLL Ethics Committees will review case reports and quarterly statistics on compliance reports and will propose revisions as deemed appropriate. In addition, the Ethics Committee will review hotline complaints regularly and decide if any wider policy/ training action is necessary. For insights, please refer to the "Governance and Accountability" section of this report.
2–26	Mechanisms for seeking advice and raising concerns	See answer to Disclosure 2–25.
2–28	Membership associations	The APLL group participates in various trade associations where such participation is appropriate, helpful, and legal. Prior to joining any association, due diligence would typically be conducted to ensure that such membership will comply with applicable laws (e.g., antitrust/competition law) and will be in line with the group's legal and ethical commitments.

Required GRI Disclosures	Description	Answer
2–29	Approach to stakeholder engagement	A variety of stakeholder groups were engaged, including customers, clients, suppliers, contractors, APLL management, academics, government labs, and NGOs. 18 stakeholders provided feedback via an online survey on the 22 material topics identified, and more than a dozen stakeholders supplied additional information through interviews and facilitated discussions. The process for conducting a materiality assessment may vary by organization, but all assessments rely heavily on stakeholder engagement. For this assessment, a stakeholder is defined as an individual or entity that can reasonably be expected to affect, or be affected by, APLL’s activities, products, services, or objectives. NSF worked with APLL to design a customized process to identify and engage with stakeholders, assess material aspects, and interpret the results. The initial list of material aspects was developed via an industry benchmarking assessment, which identified 31 material topics commonly reported by APLL’s peer companies. This analysis served as the basis for collecting stakeholder feedback and evaluating potential impacts of these topics. Material topics were grouped into 21 material issues to simplify stakeholder engagement and further categorized into 15 strategic material categories during the final stages of analysis. All topics were divided into three categories based on Global Reporting Initiative (GRI) guidelines: Economic & Governance, Environmental, and Social aspects. To develop this report, a core team was identified and contributed to gather data and stories.
2–30	Collective bargaining agreements	11.623%. For insights, please refer to the “Governance and Accountability” section of this report.
3–1	Process to determine material topics	For insights, please refer to the “Our Sustainability Strategy” section of this report.
3–2	List of Material Topics	For insights, please refer to the “Our Sustainability Strategy” section of this report.
3–3	Management of material topics	For insights, please refer to the “Our Sustainability Strategy” section of this report.
302–1	Energy consumption within the organization	Data subject to ongoing review and refinement; refer to Note on Environmental Data Restatement (p. 15).
302–3	Energy intensity	Data subject to ongoing review and refinement; refer to Note on Environmental Data Restatement (p. 15).
305–1	Direct (Scope 1) GHG emissions	Scope 1 emissions data for reporting years 2022–2024 are under review due to identified data inconsistencies; updated figures will be disclosed in future reporting (see Note on Environmental Data Restatement, p. 15).
305–2	Energy indirect (Scope 2) GHG emissions	Data subject to baseline recalculation and methodological refinement (see Note on Environmental Data Restatement, p. 15).
305–3	Other indirect (Scope 3) GHG emissions	Reported. See Environmental Responsibility — Emissions and Decarbonization Strategy (pp. 17–18). Selected Scope 3 categories disclosed using available primary and secondary data sources. Category 3 (Fuel- and Energy-Related Activities) was excluded due to ongoing Scope 1 and Scope 2 baseline recalculation activities. Category 5 (Waste Generated in Operations) was excluded due to inconsistent site-level data collection methodologies during the reporting period.
305–4	GHG emissions intensity	Intensity metrics may be updated following recalculation of the emissions baseline (see Note on Environmental Data Restatement, p. 15).

Required GRI Disclosures	Description	Answer
305–5	Reduction of GHG emissions	See Environmental Responsibility section (pp. 17–18). Reported changes reflect a combination of operational initiatives, methodological refinements, and improved data quality. Comparability to prior disclosures may be affected by baseline recalculation activities (see Note on Environmental Data Restatement, p. 15).
414–1	New suppliers that were screened using social criteria	N/A
414–2	Negative social impacts in the supply chain and actions taken	N/A
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no substantiated complaints concerning breaches of customer privacy from outside parties or regulatory bodies. In 2024 there was no identified leaks, thefts, or losses of customer data. No complaints related to customer privacy data have been identified.
405–1	Diversity of governance bodies and employees	For insights, please refer to the “Governance and Accountability” section of this report. For insights, please refer to the “Social Impact” section of this report.
405–2	Ratio of basic salary and remuneration of women to men	For insights, please refer to the “Social Impact” section of this report.
403–1	Occupational health and safety management system	APL Logistics has an occupational health and safety management system. We implemented our safety management system to provide our employee with the best tool to accomplish risk mitigation. The safety management system covers all employees of APLL including any temporary labor. For more insights, please refer to the “Social Impact” section of this report.
403–2	Hazard identification, risk assessment, and incident investigation	Hazard identification is carried out in multiple ways at APLL. Methods used include hazard risk assessments, job safety analysis, health and safety auditing, incident investigation, root cause analysis, etc. Quality of each process is ensured by area safety leads following up with sites that conduct the assessments. Competency is evaluated by looking at hazards presented. If a site is found lacking hazard recognition skills, the area safety lead will travel to the site to conduct hazard recognition training with all employees on site. The results of the processes are used to update our HSSE procedures, implement new projects focusing on top-loss areas, and used to drive safety technology improvements on site. APLL has a zero-retaliation policy for reporting health and safety hazards. Workers report the hazards to the on-site supervision / managers. If the on-site management needs assistance from the HSSE team they will call the area safety lead or the HSSE senior manger for direction / help. In addition, the employees have access to contact the ethics hotline and report unsafe work conditions. Every employee has the right to “stop the job” for unsafe situations that poise an injury or health risk. Once they have notified the on-site management team, they will address the hazard or contact the HSSE team as need. All incidents are investigated for root causes. Methodology currently used in the 5 why and fishbone. All countermeasures are tracked for completion and the HSSE team conducts site follow-ups to ensure each countermeasure is completed and functioning as designed.
403–3	Occupational health services	We utilizes occupational medical clinics for our employee occupational health services. Each clinic is staffed by a licensed physician that specializes in occupational health. All occupational health service reports are maintained by our human resources department. They comply with all governmental regulations for privacy of health data.

Required GRI Disclosures	Description	Answer
403-4	Worker participation, consultation, and communication on occupational health and safety	At APLL we utilize safety committees and safety teams to encourage employee participation in our safety management program. Additionally, we provide weekly health and safety topics that are discussed with the employees during each shift start-up. We also provide communications regarding any HSSE procedure change. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.
403-5	Worker training on occupational health and safety	Training includes emergency action plan, PPE, hazard communication, powered industrial truck, first aid (CPR & AED) (employees on first aid team), lock-out tag-out (energy isolation), fall protection, hazard identification and risk mitigation, heat stress awareness, warehouse safety, incident reporting, preventing eye injuries, active threat preparedness, electrical safety, pallet safety, fire prevention, ladder safety, illness prevention. For more insights, please refer to the "Social Impact" section of this report.
403-6	Promotion of worker health	APLL provides employees with the option to purchase health insurance through a company sponsored plan. Outside of that sites are encouraged to hold health fairs with the local occupational medical provider. This can include basic health screening or immunization stations. Employees can call the Benefit Support Center for questions and information on their plans, and they can help find providers to fit their needs. Benefit Guides and resources are available in UKG with more information. Benefit Guides were sent to employees before open enrollment for 2023 benefits. Benefits send informative reminders about getting dental cleanings as well as mental health awareness. Our insurance providers send out emails regarding health and wellness and provides resources on how to get more information on them. Employees enrolled in an HSA can complete healthy activities that can earn them incentives for completing them for example; getting an annual physical, receiving a preventative screening (mammogram or colonoscopy). Employees have access to the Benefit Guides with information about the plans and who they can reach out to. For more insights, please refer to the "Social Impact" section of this report.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	All incidents are investigated for root causes. Methodology currently used in the 5 why and fishbone. All countermeasures are tracked for completion and the HSSE team conducts site follow-ups to ensure each countermeasure is completed and functioning as designed. We utilize the hierarchy of controls to dictate our countermeasures. In addition, each site has a specific business continuity plan that would activate with a significant incident. For more insights, please refer to the "Fairness" section of this report.
403-8	Workers covered by an occupational health and safety management system	All employees are covered by our safety management system, 100%. All employees are covered by internal audits of the management system, 100%. 25% are covered by an external audit system. No workers have been excluded from this disclosure. All data is compiled and reviewed by the HSSE team. We utilize standards from ANSI, BSI, and other national federal regulations when reviewing our safety management system.
403-9	Work-related injuries	All APLL employees and temp labor are captured in the figures below. APLL does not track this separately. Zero is the number and rate of fatalities as a result of work-related injury; ii) 1, is the number of high-consequence work-related injuries; iii. 21, is the number of recordable work-related injuries; our TRIR (total recordable incident rate) is 1.43; musculoskeletal injuries are the main type of work-related injury; 5,100, 211 is the number of hours worked. High-risk tasks are determined through hazard risk assessments and job hazard analysis. ii. Operation of powered industrial trucks. iii. We are currently revamping our PIT training program and looking for new technology to decrease our risks. APLL has a few projects underway to eliminate other work-related hazards and minimize risks. A few include automation projects, security infrastructure projects, and a safety management system upgrade. The rates have been calculated based on the 200,000 hours worked. No workers have been excluded from this disclosure. APLL mainly utilize guidance from OSHA, NIOSH, NFPA, and NEC.
403-10	Work-related ill health	No fatalities as a result of work-related ill health; 1 is the number of cases of recordable work-related ill health; Ergonomics and Musculoskeletal Disorders is the main types of work-related ill health. Temporary or contract labor is counted within the above figures. APLL does not track this separately. High risk tasks are determined through hazard risk assessments and job hazard analysis. Manual material handling has caused or contributed to cases of ill health during the reporting period; Automation project are the actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. No workers have been excluded from this disclosure. APLL mainly utilize guidance from OSHA, NIOSH, NFPA, and NEC.
413-1	Operations with local community engagement, impact assessments, and development programs	For more insights, please refer to the "Social Impact" section of this report.
413-2	Operations with significant actual and potential negative impacts on local communities	For more insights, please refer to the "Social Impact" section of this report.



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