Climate Action and Environmental Stewardship Plan

Version	Review Completed	Next Review	Approved by
1.0	*July 2026*	*Annually or upon regulatory change*	*Kristi Porter*

PLAN PURPOSE
A practical climate framework focused on the impacts Vector can measure, influence, and improve across global freight, carrier procurement, employee operations, and digital systems.

Plan at a glance

Element	*Plan direction*
Primary impact	Brokered freight across air, ocean, truck, and rail
Baseline year	2026 initial review; 2027 baseline development
Core method	Best available data and documented methods; GHG Protocol where feasible
Supplier screen	Top ten U.S. and top ten Mexico suppliers by 2025 spend
Governance	Executive approval; Enrique as executive sponsor; Kristi Porter as plan owner

Executive Summary

Vector Global Logistics operates in a sector where its most significant climate impacts generally occur in the freight value chain rather than in office operations. This plan is designed to satisfy B Lab Standard v2.1 CA2.1 through a public, governing-body-approved climate action plan with time-bound action targets, named responsibilities, proportionate resources, and a process for tracking progress. It intentionally uses a phased approach that reflects Vector's limited control over carrier equipment, routes, customer decisions, shared offices, and supplier data.

Vector will begin with actions it can credibly complete: a 2026 review of emissions sources, data, existing resources, and investment categories; development of baseline numbers during 2027; approval of informed SMART goals and feasible investment opportunities during 2028; and progress tracking and public reporting beginning in 2029. This plan does not commit Vector to unapproved capital projects, new staffing, carrier incentives, external verification, or customer products.

B Corp Standard CA2.1 compliance approach

For Year 0 compliance, Vector will maintain this plan as a publicly accessible document; identify its material emissions sources; maintain specific, measurable, achievable, relevant, and time-bound action targets; identify concrete actions, owners, and evidence; allocate proportionate human, technical, material, and financial resources; obtain approval from the highest governing body; monitor progress; and update the plan at least every 36 months.

Operating in the European Union does not require Vector to promise immediate capital projects or guaranteed spending under CA2.1. Vector will instead identify and track relevant existing operating and capital expenditures, assess future investment opportunities, and seek separate approval before any material expenditure is committed.

1. Scope, Methodology, and Control

This plan establishes a practical B Corp Standard CA2.1 pathway using clear boundaries, achievable action targets, accountable owners, evidence requirements, and an annual review cycle. For a medium company with a minor environmental footprint, CA2.1 does not require a verified greenhouse gas inventory, a science-based target, or an external verifier. Vector will nevertheless improve its measurement over time and use the resulting information to set more informed climate goals.

Emissions boundary

- Scope 1: fuels or vehicles directly owned or controlled by Vector, if any.
- Scope 2: purchased electricity for controlled office locations, where Vector can obtain reliable data.
- Material Scope 3: brokered freight by air, ocean, truck, and rail; business travel; employee home-office energy where reasonably estimable; purchased goods and services; and end-of-life treatment of company electronics.
- Customer- or shipper-controlled decisions: tracked where data are available, but reported separately when Vector lacks purchasing authority or operational control.

Control and influence principle

A PROPORTIONATE APPROACH

Vector will include material impacts in its measurement and risk review even when it cannot directly control them. Goals and procurement commitments will be framed around actions Vector can take, decisions it can influence, and data it can substantiate.

Baseline development

During 2026, Vector will review the availability and quality of activity data for its principal emissions sources. During 2027, Vector will use the best reasonably available data to establish initial baseline numbers for Scope 1, Scope 2, and material Scope 3 categories. Where primary carrier data are unavailable, Vector may use recognized mode-, distance-, weight-, spend-, or fuel-based estimation methods and will document assumptions, exclusions, and data-quality limitations. Freight results will be separated by mode where feasible.

Area	*Minimum data*	*Likely evidence*
Air	Weight, origin/destination, distance, service type	Air freight or charter activity data
Ocean	Containers/TEU, weight, nautical miles, carrier	Bills of lading and carrier records
Truck	Miles, weight, equipment type, carrier	TMS, invoices, and carrier data
Rail	Miles, weight, route, carrier	Intermodal and rail records
Operations	Electricity, travel, equipment, waste	Utility, travel, HR, and IT records

Known data limitations

- Vector is a broker and does not own or operate most transportation equipment.
- Large carriers may provide public ESG data but not shipment-specific data.
- Private carriers and forwarders may not publish emissions inventories or targets.
- Office-park services such as HVAC, janitorial, landscaping, and certain utilities may be controlled by property management.
- No-data findings are information gaps and should trigger proportionate engagement, not unsupported conclusions.

2. Climate Action Commitments

The commitments below are action-based SMART targets for B Corp Standards CA2.1. They are sequenced so that Vector first understands its data and practical constraints, then establishes baselines, then adopts informed performance goals and investment priorities. Commitments are limited to actions Vector can control or reasonably influence.

1. Annual GHG Measurement and Disclosure

SMART commitment: By December 31, 2026, complete and document an initial review of material emissions sources, available data, responsible teams, and material data gaps. During 2027, establish initial baseline numbers using the best reasonably available data and a documented methodology.

- Separate freight emissions by mode.
- Use tonne-kilometers as the primary freight activity denominator where reliable weight and distance data are available. Where they are not, use a documented mode-specific proxy without changing the primary metric solely to improve reported performance.
- Document exclusions, assumptions, and material changes.

Owner: Chief Impact Officer and Executive Leadership with Finance and Operations | ***Evidence:*** 2026 review memo, data map, 2027 baseline workbook, methodology notes, assumptions, and exclusions

2. Freight Emissions Intensity and Mode Optimization

SMART commitment: During 2027, evaluate route, load, mode, and empty-mile information where it is available. By December 31, 2028, use the baseline findings to propose and obtain executive approval for one or more feasible freight-emissions goals and related operational actions.

- Evaluate ground, rail, ocean, consolidation, and more direct routing options where service, price, safety, customer requirements, and Vector's level of influence permit.
- A route, load, mode, and empty-mile review means examining whether shipments can be consolidated, routed more directly, moved through a lower-emitting mode, or matched to

reduce unused capacity. It is an opportunity review, not a guarantee that a shipment or customer requirement can be changed.
- Do not claim reductions that arise only from lower business volume.

Owner: Chief Impact Officer and Executive, Operations, and Commercial Leadership | ***Evidence:*** Intensity metric, mode mix, and documented actions

3. Lower-Carbon Carrier Procurement

SMART commitment: By December 31, 2027, assess the availability of environmental evidence for carriers representing at least 60% of freight spend using public sources and proportionate direct requests. By December 31, 2028, use the findings to define feasible carrier-evaluation criteria for future procurement and renewal decisions.

- Use publicly available SmartWay information as one source of evidence for relevant North American trucking carriers when available; Vector does not guarantee that every relevant carrier will participate in SmartWay.
- Consider emissions transparency, recognized climate programs or targets, alternative-fuel services, fleet efficiency, operational fit, safety, reliability, service, and price together.
- If a carrier does not provide requested data within a reasonable timeframe, record the gap and consider it in future carrier-selection or renewal decisions. Missing data alone will not require termination when Vector has limited leverage or viable alternatives. However, data not found publicly or provided by supplier by December 31, 2027, is not only logged by flagged for Executive Leadership and Chief Impact Officer to investigate further.

Owner: Chief Impact Officer and Executive, Operations, and Commercial Leadership | ***Evidence:*** Spend coverage and qualified-supplier share

4. Material Supplier Review and Engagement

SMART commitment: Beginning in 2026, review the actual and potential environmental impacts of at least the three most material freight procurement decisions annually, supported by a broader screen of major U.S. and Mexico suppliers.

- Use public evidence first, followed by concise supplier questions when additional information would materially improve the review.

- Record supplier response, data quality, risks, opportunities, and continued-use rationale.
- Consolidate engagement for related companies while keeping spend records separate.

Owner: Chief Impact Officer with Executive and Chief Financial Officer Oversight | ***Evidence:*** Annual B Corp Standard ESC5.1 review and engagement log

5. Customer Climate Opportunity Review

SMART commitment: By December 31, 2028, evaluate at least one feasible customer-facing climate opportunity, such as shipment-emissions estimates, lower-carbon routing recommendations, intermodal options, or preferred-carrier information. Any launch, budget, or implementation timeline will require separate operational and executive approval.

- Clearly label estimates and methodology.
- Avoid overstating control over customer-selected routes or carriers.
- If an opportunity is approved and implemented, define a supportable usage or outcome metric before making public claims.

Owner: Chief Impact Officer, Chief Marketing Officer, and Executive Leadership | ***Evidence:*** feasibility review, decision record, methodology, and implementation records if approved

6. Operational and Digital Stewardship

SMART commitment: By December 31, 2027, establish available baseline information for sustainable IT, business travel, electricity, paper, e-waste, and employee home-office practices where Vector can reasonably obtain data.

- Apply goals only where Vector has meaningful control.
- Use repair-first, life-extension, reuse, donation, refurbishment, and certified recycling practices.
- Document property-management constraints for shared offices.

Owner: Chief Impact Officer, Human Capital, IT, and Office Leads | ***Evidence:*** available IT lifecycle, travel, waste, utility, and program records, plus documented data limitations

7. Climate Resourcing and Investment Review

SMART commitment: By December 31, 2026, identify existing staff responsibilities and the categories of operating and capital expenditures that may support this plan. During 2027, establish baseline amounts where they can be reliably identified. By December 31, 2028, evaluate feasible SMART goals and investment opportunities informed by the baseline. During 2029, track approved actions, expenditures, and outcomes.

Potential operating expenditures may include existing staff time, training, data tools, supplier engagement, limited advisory support, and approved pilot costs. Potential capital expenditures may include approved technology, software development, equipment, or controlled-site improvements that meet Vector’s accounting policy. Classification will be confirmed by Finance.

The plan does not authorize or guarantee a new hire, custom AI platform, customer dashboard, carrier incentive program, equipment purchase, or other material investment. Each opportunity remains subject to feasibility, business need, budget availability, accounting review, and executive approval.

Owner: Chief Impact Officer, with Executive, Finance, and relevant functional leaders | ***Evidence:*** responsibility map, expenditure-category review, available baseline amounts, opportunity assessment, approved budgets, and annual progress log

3. 2025 Supplier Spend Screen

Vector's top-ten files represent approximately $10.49 million in U.S. supplier spend and $42.69 million in Mexico supplier spend, or $53.17 million combined. Spend is a practical materiality screen for procurement, but it is not a proxy for emissions. The next inventory should connect spend to weight, distance, mode, and shipment activity wherever possible.

> ***MATERIALITY CAUTION***
> The Mexico file is dominated by air freight, charter, cross-border, and forwarding services. These suppliers may represent high climate impact even when Vector does not control the underlying aircraft, vessel, or truck. Engagement should focus on route-level emissions data, lower-carbon service options, and carrier-selection practices.

What is genuinely new

- ZIM published a 2025 ESG report in June 2026 and reported that it surpassed its 2030 carbon-intensity reduction target ahead of schedule.
- Yang Ming placed its first LNG dual-fuel vessel into service in February 2026 and launched a customer-facing lower-emissions service using verified book-and-claim accounting.
- Maersk's climate targets are validated under SBTi maritime guidance and include net-zero greenhouse gas emissions by 2040.
- North American Specialized Transport and Tri-National Express now provide clear, current evidence of SmartWay participation.
- Air Charter Service provides a corporate environmental and social responsibility policy and a sustainable aviation fuel pathway, but Vector should request route-specific SAF availability and emissions data before treating a charter as lower carbon.
- The larger strategic finding is the disclosure divide: major global carriers provide increasingly useful climate evidence, while many private forwarders and brokers still provide little quantitative data.

U.S. top ten suppliers

Supplier	*2025 spend*	*Current evidence*	*2026 action*
Everok Group	$2,419,814	Limited public quantitative climate data	Engage group-wide; connect U.S. and Mexico entities
Yang Ming	$1,425,747	2050 net zero; 2026 LNG vessel and green service	Request shipment emissions and ECO service options
ZIM	$1,242,051	2025 ESG report; target surpassed early	Request lane data and lower-emissions service options
Trismare Italia	$1,025,117	No public quantitative target located	Request mode, carrier, and emissions methodology
ByTrucking Ltd	$1,008,471	Newer broker; no climate disclosure located	Verify carrier network and SmartWay coverage
Horizon Freight System	$846,384	SmartWay listings located	Verify current EPA status and obtain performance data
COSCO Container Lines	$770,464	Large carrier with group climate reporting	Use group evidence; request shipment-specific data
OOCL	$696,960	Supplier engagement recognition and carbon tools	Treat separately from COSCO spend; coordinate evidence
Central States Trucking	$528,410	No current public target confirmed	Request SmartWay status and fleet-efficiency data

Supplier	2025 spend	Current evidence	2026 action
Maersk	$523,186	SBTi-validated targets; net zero 2040	Request Emissions Studio/ECO Delivery options

Mexico top ten suppliers

Supplier	2025 spend	Current evidence	2026 action
Saltus Logistics	$10,238,265	No quantitative climate disclosure located. Selective Catalytic Reduction Systems to reduce emissions.	Request emissions and carrier-selection data
Shanghai Everok-Air	$6,630,179	Group multimodal capability; limited climate data	Engage Everok once at group level
Air Charter Service	$4,846,261	CSR policy and SAF pathway	Request route-level SAF and emissions data
EAS International c/o LTC	$4,652,775	ISO 14001, GHG monitoring, LCA, EcoVadis review, and 2024 sustainability report publicly identified	Request shipment-level emissions data, calculation methodology, and applicable environmental performance information
Multitransportes Internacionales	$4,616,137	Integrated policy covers legal and safety controls	Add emissions, fuel, and mode questions
Tri-National Express	$3,411,929	Current SmartWay evidence	Obtain performance category and annual data
100 Logistics, Inc.	$2,790,996	No public quantitative target located	Verify fleet/broker model and SmartWay coverage

Supplier	2025 spend	Current evidence	2026 action
The Charter Store	$2,538,926	No public quantitative target located	Request aircraft, SAF, and emissions methodology
North American Specialized	$1,489,037	Current SmartWay evidence	Request performance data and cross-border metrics
iEverok Intelligent Supply Chain	$1,473,802	Everok digital logistics entity; limited climate data	Consolidate with Everok group engagement

Screening interpretation

- Green rows have identifiable current climate or SmartWay evidence. This supports engagement but does not by itself prove superior shipment-level performance.
- Amber rows have partial or limited public evidence and should receive a concise data request.
- EAS International c/o LTC is EAS International, a global time-critical freight forwarder providing air, road, sea, rail, and customs services. Public evidence includes ISO 14001 environmental management, greenhouse-gas monitoring, life-cycle assessment, EcoVadis review, and a 2024 sustainability report. Vector should request shipment-level emissions data, applicable methodology, and supporting environmental performance information for the services purchased.
- Related entities should be engaged efficiently: Everok Group, Shanghai Everok-Air, and iEverok can share one group-level request; COSCO and OOCL should retain separate procurement records but may use consolidated corporate evidence where appropriate.

Recommended supplier request

- Scope 1, Scope 2, and relevant Scope 3 emissions or a current sustainability report.
- Shipment- or lane-level emissions methodology and whether data align with GLEC, ISO 14083, or another recognized framework.
- SmartWay status and performance category for relevant North American truck operations.

- Fleet efficiency, alternative-fuel, SAF, renewable-fuel, or lower-emissions service options.
- Environmental management certifications, violations, corrective actions, and responsible procurement controls.

4. Climate Risks and Opportunities

Risk / opportunity	Likelihood	Impact	Response
Severe weather and port disruption	High	High	Carrier alternatives, continuity planning, and customer communication
Fuel-price and carbon-cost volatility	High	High	Track mode mix, surcharges, EU ETS exposure, and lower-carbon options
Air-freight and charter intensity	High	High	Use only when service need warrants; request SAF and route data
Supplier emissions-data gaps	High	Medium	Annual evidence request and documented estimation hierarchy
Changing customer disclosure expectations	High	Medium	Transparent methods and customer emissions reporting
Unsupported green claims	Medium	High	Evidence review, claim qualification, and responsible marketing policy
Lower-carbon logistics differentiation	Medium	High opportunity	Offer credible routing, reporting, and preferred-carrier solutions
War, conflict, and manmade disruption	Medium-high	High	Document forced rerouting, including longer voyages, and consider feasible alternatives
Tariffs and trade-policy shifts	Medium-high	Medium-high	Monitor route changes, port congestion, vessel waiting time, and resulting emissions implications

Risk / opportunity	Likelihood	Impact	Response
Customer price sensitivity	High	Medium	Offer transparent options without assuming customers will pay for offsets or premium services

Procurement decision rules

- Do not select a supplier solely because it publishes a sustainability report.
- Use operational fit, safety, reliability, price, service, environmental evidence, and customer requirements together.
- Prefer shipment-specific emissions data over corporate averages when both are available.
- Treat offsets separately from operational emissions reductions and disclose their quality and scope.
- Document when Vector has limited leverage or when the customer selects the mode, carrier, or route.

Limitations and leverage

Vector has limited commercial leverage over many global carriers and cannot compel every supplier to provide non-public data, adopt a target, participate in SmartWay, change fleet technology, or offer lower-carbon services at an acceptable cost. Clients may also be price-sensitive and may decline optional offsets or higher-cost services.

Vector can still conduct reasonable and proportionate due diligence by requesting information, recording responses and gaps, comparing credible evidence, offering feasible alternatives, escalating material concerns, and documenting continued-use decisions.

5. Governance, Resources, and Annual Review

Owner	Primary accountability
Executive leadership	Approve the plan, targets, budget, and annual progress summary

Owner	*Primary accountability*
Impact	Main point of contact and lead for all social and environmental-related decisions
Operations	Collect freight activity data and implement route, load, and mode actions, helps screen suppliers
Finance	Support spend analysis, inventory controls, and climate investment tracking
Human Capital	Maintain home-office participation and relevant travel data
IT	Manage device lifecycle, data retention, digital efficiency, and e-waste
Commercial	Develop customer climate solutions and qualify external claims

Annual review cycle

Stage	*Annual requirement*
1. Measure	Update GHG inventory, freight activity, and supplier evidence.
2. Evaluate	Compare results with the baseline, commitments, risks, and customer needs.
3. Decide	Approve corrective actions, owners, due dates, and budget.
4. Communicate	Issue a concise progress update with achievements, gaps, boundaries, and next steps.

Core performance indicators

- Initial baseline numbers for material emissions sources, followed by total and mode-specific emissions where the available data and methodology support calculation.
- Freight activity and emissions intensity using tonne-kilometers as the primary denominator where reliable weight and distance data are available.
- Percent of freight spend and activity covered by supplier-specific environmental evidence.

- Percent of relevant North American truck spend reviewed for publicly available SmartWay evidence; this is an evidence-coverage measure, not a participation guarantee.
- Completion of annual reviews for at least three material procurement decisions.
- Completion and outcome of any approved customer climate opportunity review.
- Employee home-office participation and IT, travel, waste, and electricity baselines.

6. 2026–2029 Phased Implementation Roadmap Overview

Timing	*Priority actions*	*Evidence*
By December 31, 2026	Complete initial emissions-source, data, responsibility, and OpEx/CapEx category review; begin public-source supplier screening	Review memo, data map, responsibility map, resource review, supplier log
During 2027	Establish initial baseline numbers using best reasonably available data; assess environmental evidence for carriers representing at least 60% of freight spend	Baseline workbook, methodology, assumptions, spend-coverage calculation, data-gap log
By December 31, 2028	Approve feasible SMART climate goals; define proportionate carrier-evaluation criteria; assess customer and investment opportunities	Executive approval, SMART-goal register, criteria, feasibility and investment assessments
During 2029	Track approved actions, expenditures, outcomes, and gaps; evaluate effectiveness; publish a concise progress update	Progress log, expenditure tracking, effectiveness review, public update

Confirmed management approach

1. Executive sponsor and approval: Enrique / Executive Leadership. Day-to-day plan owner and coordinator: Kristi Porter, Chief Impact Officer.
2. 2026 is an initial review year. Vector will use 2027 to establish baseline numbers based on the best reasonably available data rather than committing to complete a verified inventory by Q2 2027.
3. Impact, Executive, Operations, Finance, IT, Human Capital, Marketing, and Commercial will identify where relevant data currently reside, such as transportation-management records, invoices, carrier documentation, travel records, utility records, and IT asset records.

4. Plan development reference: prior Vector climate and environmental stewardship planning materials.
5. Vector does not plan to use an external verifier or carbon-accounting partner for B Corp Standard CA2.1 at this stage. The need for external support may be reconsidered later if required by another standard, law, customer, or approved business need.

Approval and Plan Maintenance

This plan becomes effective upon executive approval. It will be reviewed annually and updated at least every 36 months. Beginning in 2029, Vector will publicly report progress against the plan, explain material gaps or delays, and document any revisions approved by executive leadership.

Enrique Alvarez

Executive Approval   Date 30/ Jul / 2026

Research Sources

Vector source files: USA Top 10 Vendors 2025.xlsx; Mexico Top 10 Vendors 2025.xlsx; Vector Draft Climate Action & Environmental Stewardship Proposal.
Ecolink_Climate_Action_Environmental_Stewardship_Plan_Revised.docx, used as the structural and formatting reference.
Yang Ming climate governance and 2026 LNG vessel update: https://esg.yangming.com/en/esg/information/sd/climate-change-governance/ and https://esg.yangming.com/en/news-detail/192__33/
ZIM 2025 ESG report and sustainability page: https://www.zim.com/assets/bczppoh5/zim-esg-report-2025.pdf and https://www.zim.com/about-zim/sustainability
Maersk climate targets and transition plan: https://www.maersk.com/sustainability/climate and https://www.maersk.com/sustainability/climate/our-energy-transition-plan
OOCL sustainability milestones and 2025 supplier engagement recognition: https://www.oocl.com/eng/aboutoocl/Environmentalcare/Documents/OOCL%20Sustainability%20Milestone%

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Air Charter Service corporate environment and social responsibility policy:
https://www.aircharterservice.com/_assets/pdf/cesr-policy-2025.pdf
Tri-National Express SmartWay information: https://www.tri-nat.com/blog/rolling-into-a-greener-future-with-smartway
North American Specialized current affiliations and SmartWay evidence: https://www.naspecialized.com/meet-our-crew/
EPA SmartWay program and carrier performance resources: https://www.epa.gov/smartway
EAS International company profile, environmental accreditations, and 2024 sustainability report:
https://www.eas-intl.com/about-us/ and https://www.eas-intl.com/wp-content/uploads/2026/02/HERPORT-Rapport-de-durabilite-2024.pdf