

An Introduction to EV Cargo



“We power the global economy”

A globe is shown with a complex network of glowing lines in orange, yellow, and blue, representing global logistics routes. The lines are most dense in the Americas and Europe, with many lines extending across the Atlantic and Pacific oceans. The globe is set against a dark blue background with a bright light source on the right, creating a lens flare effect.

A Global Powerhouse

With operations in 150 countries and carrying \$60 billion of merchandise a year for over 10,000 customers...

EV Cargo is a global logistics business which manages supply chains for the world's leading brands.

What We Do Best

We power the global
economy

We manage supply chains for the
world's leading brands

We provide sustainable,
technology-led solutions

We are proud of the work we do
and the services we provide



Welcome To EV Cargo

A message from our
Founder, Chairman
and CEO Heath Zarin



As Founder and Chief Executive of EV Cargo, I am delighted to welcome you to our company at the most exciting time in its history.

At EV Cargo we manage supply chains for the world's leading brands. As you will discover now that you are part of our dedicated team that spans the globe, we use our cutting-edge technology to provide logistics solutions that are intelligent, innovative, efficient and sustainable.

EV Cargo is an incredible business: our purpose is to power the global economy by creating supply chain solutions for more than 10,000 customers across the retail, consumer and industrial sectors.

Our 3,000 employees operate in 150 countries but we are all one team.

Our mission is to lead the way in using technology to make the logistics industry greener and more sustainable. That is the right thing to do for our business, our customers, our people and our planet. You are now part of that mission and have joined a company which puts its employees at the heart of everything it does. All of our successes are based on the collective talents and efforts of our staff.

You have joined the best team in the logistics sector. We know that you will thrive here and I look forward to working with you.

A handwritten signature in black ink that reads "Heath Zarin". The signature is written in a cursive, slightly stylized font.

LOGISTICS
TECHNOLOGY
SUSTAINABILITY
AIR & SEA FREIGHT
INNOVATION
SUPPLY CHAINS
WAREHOUSING
GLOBAL REACH
ROAD FREIGHT
DISTRIBUTION
RAIL
GROWTH
VALUES
INTEGRATION
TRUSTED
PROFESSIONAL
SOLUTIONS

Who We Are...



3m sq ft
warehousing



270,000 TEU
sea freight



90,000 tonnes
air freight



500 trucks
1,500 trailers



3,000 supply chain
professionals



10,000 global
customers



20,000 operatives
use our software



3.9m orders
managed



4.7m pallets of
road freight



EV Cargo is a global freight forwarder and supply chain services provider. This means we are experts in transporting goods around the world, from A to B on behalf of our customers.

As an example, that could be from manufacturing factories in China to high street stores across the UK and Europe and we use a variety of transport modes, such as air, sea and road freight, to achieve this.

Delivering or supplying products for our customers is called managing their supply chain and we offer a wide range of supply chain services, all powered by the latest technology, to deliver the best possible service.

Our mission, vision and values, and our clear sense of purpose, underpin the way we operate and the way we serve our customers every day.

EV Cargo was founded in 2018 by EmergeVest, an investment company based in Hong Kong, which owned a number of different companies operating in the transport and logistics sector. They were brought together under one company and brand in 2018 when EmergeVest created EV Cargo.

Since then it has grown to operate in 150 countries, with 3,000 employees and over 10,000 customers.

Our mission, vision and values, and our clear sense of purpose, underpin the way we operate and the way we serve our customers every day.





One Global Team

Whether you are heading out on to the shop floor as part of our warehousing teams, keeping things running smoothly as a driver or working within one of our support functions, you will be a vital part of one global team. Whatever role you do, we're delighted to have you.

Along with your contract and localised policies and procedures, you will also receive an employee handbook filled with everything you need to know about working at EV Cargo.

The handbook explains what you can expect from us, and what we expect from you.

It will be your guide throughout your time working for EV Cargo and, together, we can make EV Cargo an even better place to work.

And if you have questions, just ask. Your line manager and our People teams will be happy to help.



Mission, Vision, Values, Purpose

Mission



We manage supply chains for the world's leading brands.

Vision



We will transform logistics into a technology sector.

Values



We are guided by our values of growth, innovation and sustainability.

Purpose



We power the global economy.

Our Mission

Our mission is to manage supply chains for the world's leading brands.

That's what we all do every day, no matter what your position is in the business, everyone plays a vital role in ensuring goods and products make it to their destination and we keep shops stocked and shelves full.





Our Vision

Our vision is to transform logistics into a technology industry.

That's what we are continually working to achieve in the future.

Every day technology plays an increasingly important part in our business and using the latest technology will allow our people to work smarter and more efficiently, ensuring our business delivers the best possible service to our customers.

Our Values

Our company values of growth, innovation and sustainability lead everything we do. Why?

Growth: We want to be a successful business and grow every year. We also want to deliver the best possible logistics services to our customers to allow them to grow. To achieve both of these targets, we always ensure our people also grow by offering training, new skills development and career opportunities across our business.

Innovation: We will be a successful business by innovating, using technology and clever thinking to introduce new products and services to ensure we are at the forefront of our sector and leaders in logistics.

Sustainability: Sustainable means being able to operate successfully for a long time. We prioritise environmental sustainability by always exploring ways to reduce transport emissions and minimising the energy we use. We also want our business activities to be sustainable and that means operating to the highest standards and supporting our people, communities and charities.





Our Purpose

Our purpose is to power the global economy.

By managing supply chains and delivering products for our customers, we help power the global economy and enable trade.

Every year we transport over \$60 billion worth of goods on behalf of our customers around the world.

Our Executive Board



Heath Zarin
Chairman & Chief Executive



Simon Pearson
Chief Strategy Officer



Chia Min Tan
Chief Financial Officer



Paul Coutts
Chief Operating Officer



Mark Davis
General Counsel



Virginia Alzina
Chief Sustainability Officer



Mark Tapper
COO Express



Duncan Grewcock
CEO Technology



Dave Holland
EVP Marketing
Communications



Dean Hughes
EVP IT & Digital



Andy Humpherson
CEO Solutions



Steve Williams
COO Global
Forwarding

Our Services



We manage supply chains for the world's leading brands by providing services using air, sea and road freight – alongside contract logistics and associated technology solutions.

We operate predominantly across three geographical areas:

- UK
- Europe
- Asia

We have particular strength and expertise in moving goods from Asia into Western Europe, especially the UK, where we have warehousing and use various modes of transport to deliver products to the final customer.

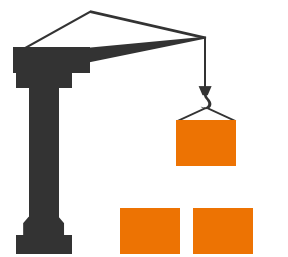
Air & Sea Freight

EV Cargo carries 90,000 tonnes of air freight a year and manages 270,000 shipping containers

We provide freight transportation across the globe by a range of methods, most commonly air, sea and road freight – and in some cases a combination of all three, this is called multimodal. Our global air and sea freight services serve more than 1,000 customers with 700 active country-pair trade lanes each month.

As an example, we use trucks to collect goods from factories in Asia and deliver them to sea ports or airports where the goods are transferred to ships and planes to travel to Europe or UK. When they arrive they are loaded onto trucks, and sometimes trains, to finish their journey to the delivery point.

Our teams manage and book freight onto ships and planes operated by other providers, this is called freight forwarding.



Over 80 export markets each month



Over 130 destination markets each month

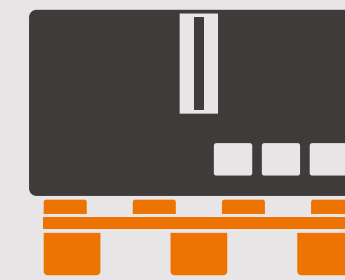
Road Freight

EV Cargo is a leading UK and European road freight provider. We operate 500 of our own trucks in the UK and have access to other partner networks, offering our customers managed access to an integrated fleet of over 15,000 trucks. That allows us to transport goods in the most efficient way possible and reduce road transport miles.

Many of the UK's leading industrial, retail and consumer goods brands use our services to deliver goods from manufacturers to retailers and other end users, in the majority of cases we provide 100% of the customer's road freight needs.

In the UK we own and operate the Palletforce express distribution network. It comprises 120 member transport companies delivering to every UK postcode every day and is used by businesses to send smaller consignments of palletised goods. At our Palletforce SuperHub, we group these consignments into full truck loads and our members undertake delivery to customers.

We also handle the movement of international shipments, primarily to and from the UK, serving main markets such as Eastern Europe, the Baltics, Turkey, Southern Europe and North Africa.



4.7m pallets
a year



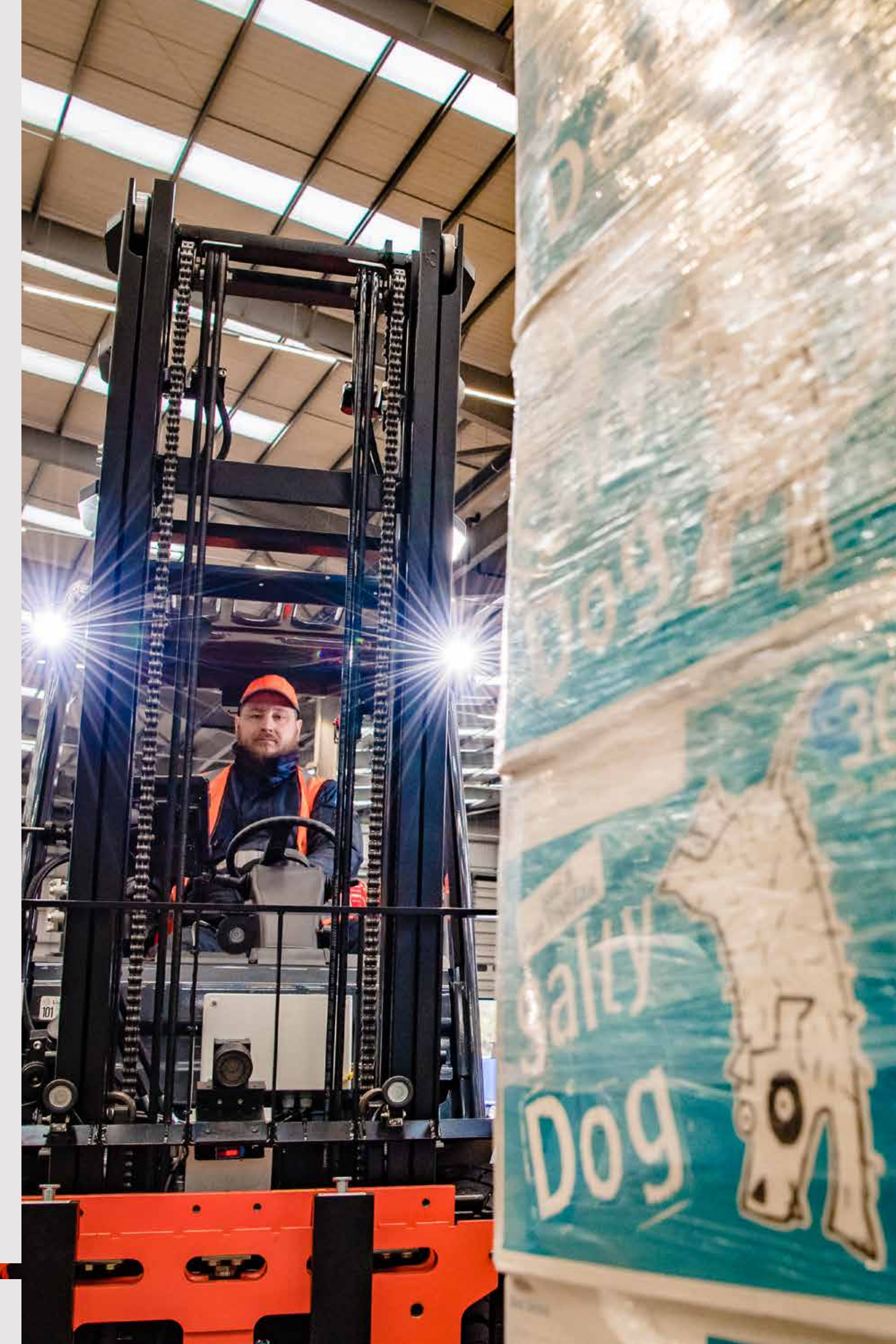
100,000 collection
locations



120 Palletforce
network members



500,000 truck
loads of freight





3m sq ft warehouse space in UK & Europe



170,000 pallets of ambient storage



Over 3,000 daily eCommerce orders

Contract Logistics

We also provide Contract Logistics services for customers across many industries. This means we store their products in our warehouses, pick orders and then deliver those orders to their customers using our transport network.

We have 3 million sq ft of warehousing space and store 170,000 pallets of goods every week. Depending on the customer and their product, we can deliver orders from one pallet to a full truck.

Our warehouse colleagues can manage all the storage, produce stock reports, pick orders and even deal with faulty products and returns. We then deliver the orders direct to stores, to other distribution centres and even to the general public.



Technology

We use a unique mix of in-house and best-in-class systems to manage over 4 million orders a year, amounting to \$60 billion of goods. More than 6,000 factories and 10,000 customers rely on our technology to execute their systems.

Technology plays a huge role in everything we do. We have a platform called ONE EV Cargo, which is a mix of commonly used software combined with specialist apps that our in-house experts have developed to help manage all aspects of our customers' supply chains.

ONE EV Cargo integrates and handles data from thousands of sources and over 20,000 supply chain professionals use our technology to manage over 4 million orders a year.

We use technology to:

- Create an unrivalled digital customer experience.
- Simplify the work of our employees.
- Enable our managers to make better decisions.
- Generate new revenue through innovation.

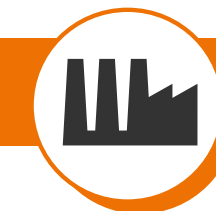


Our Sectors

Our customers operate across a wide range of industries.



Fashion



Industrial & Engineering



Drinks



Construction & DIY



Grocery



Aerospace



Home



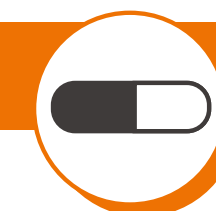
Marine



Paper, Print & Packaging



Automotive



Pharma

Key Customers

We manage supply chains for the world's leading brands, including many well-known household names.

Retail



Industrial



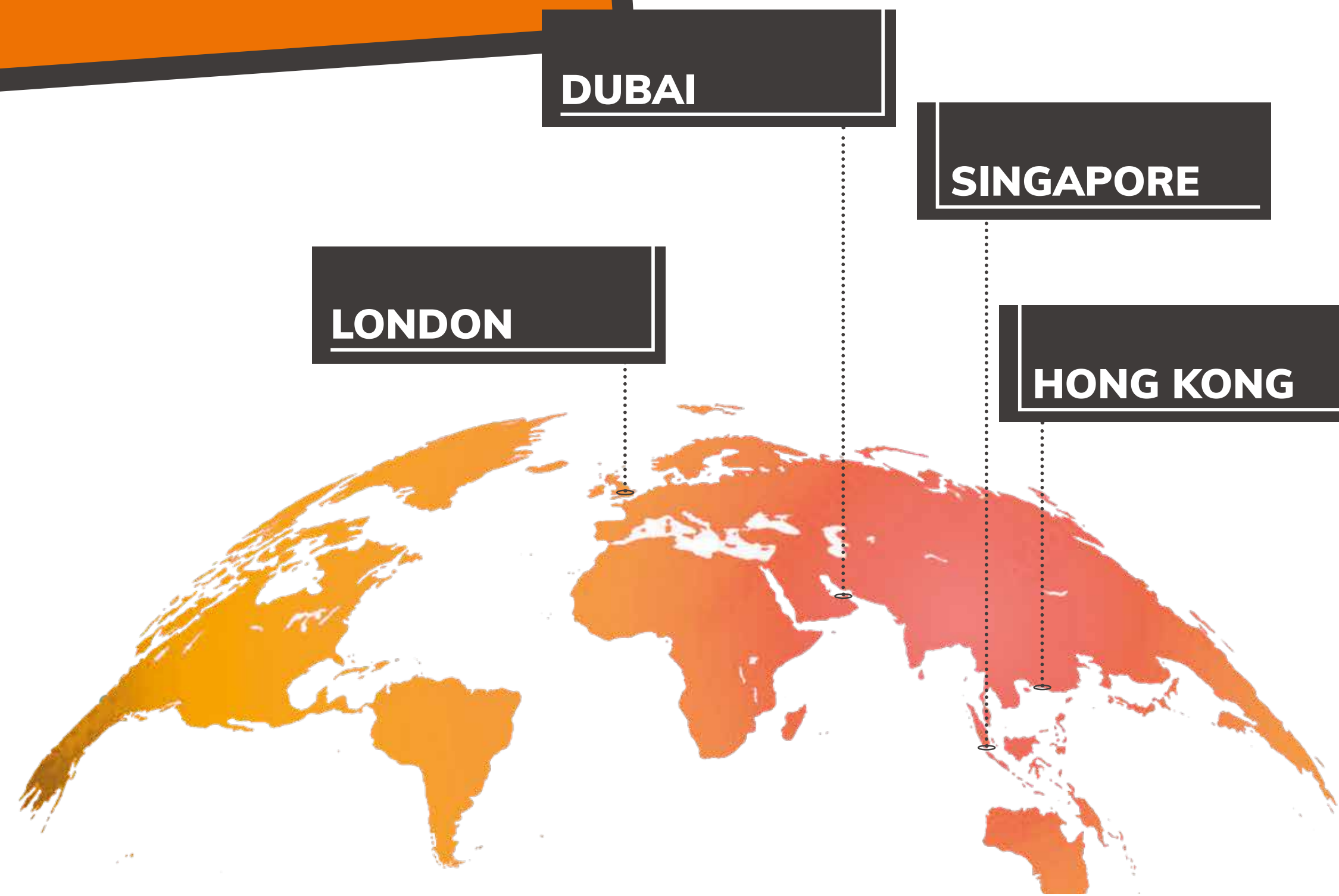
Consumer



Logistics



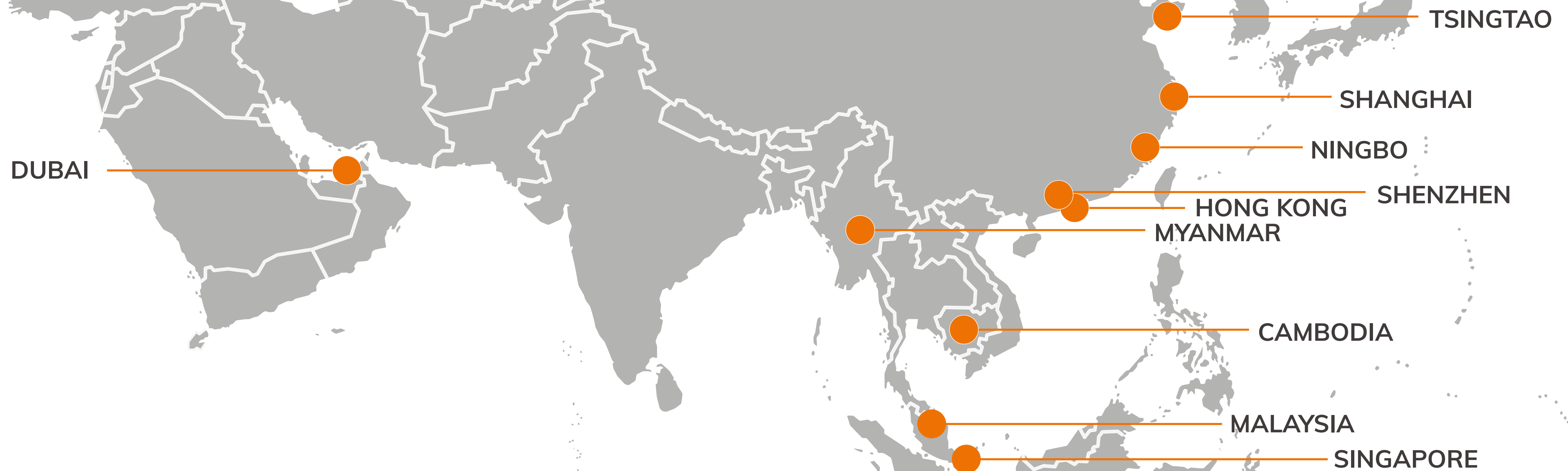
Our Locations



We have EV Cargo offices in 25 countries and operations in over 150 countries through our network of partners.

We have four regional hubs: London, Dubai, Singapore and Hong Kong.

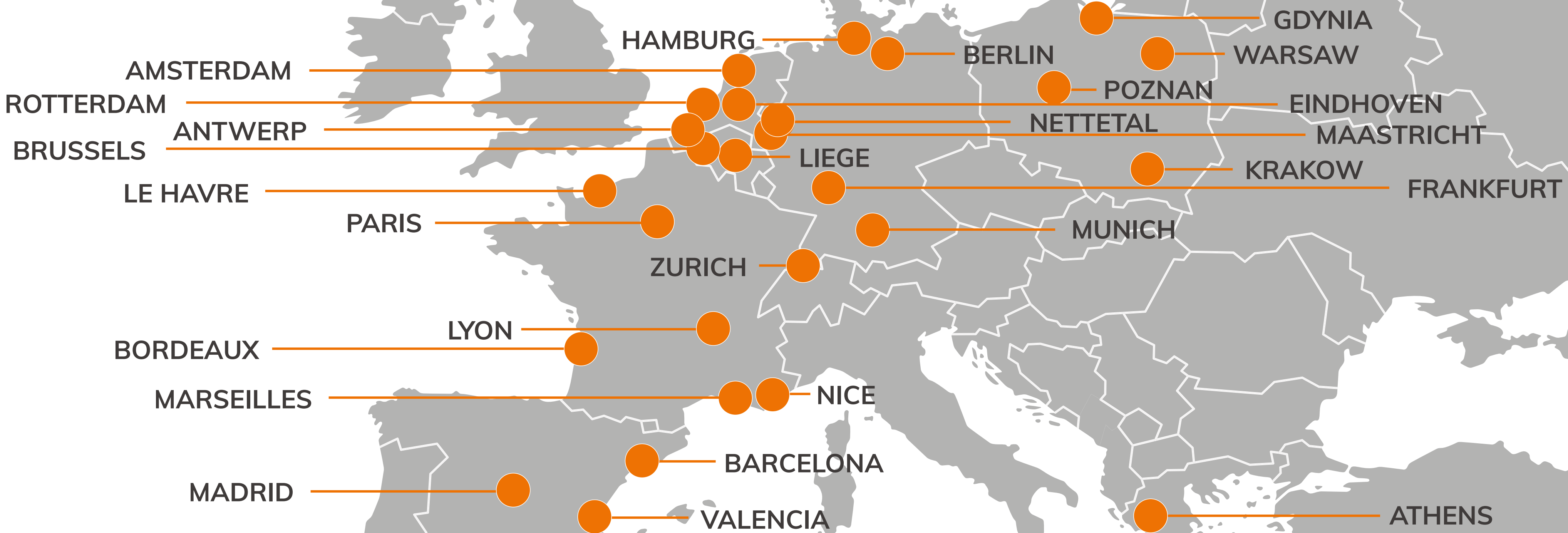
Asia Sites



As well as regional hubs in Dubai, Singapore and Hong Kong, we have a network of offices in China.

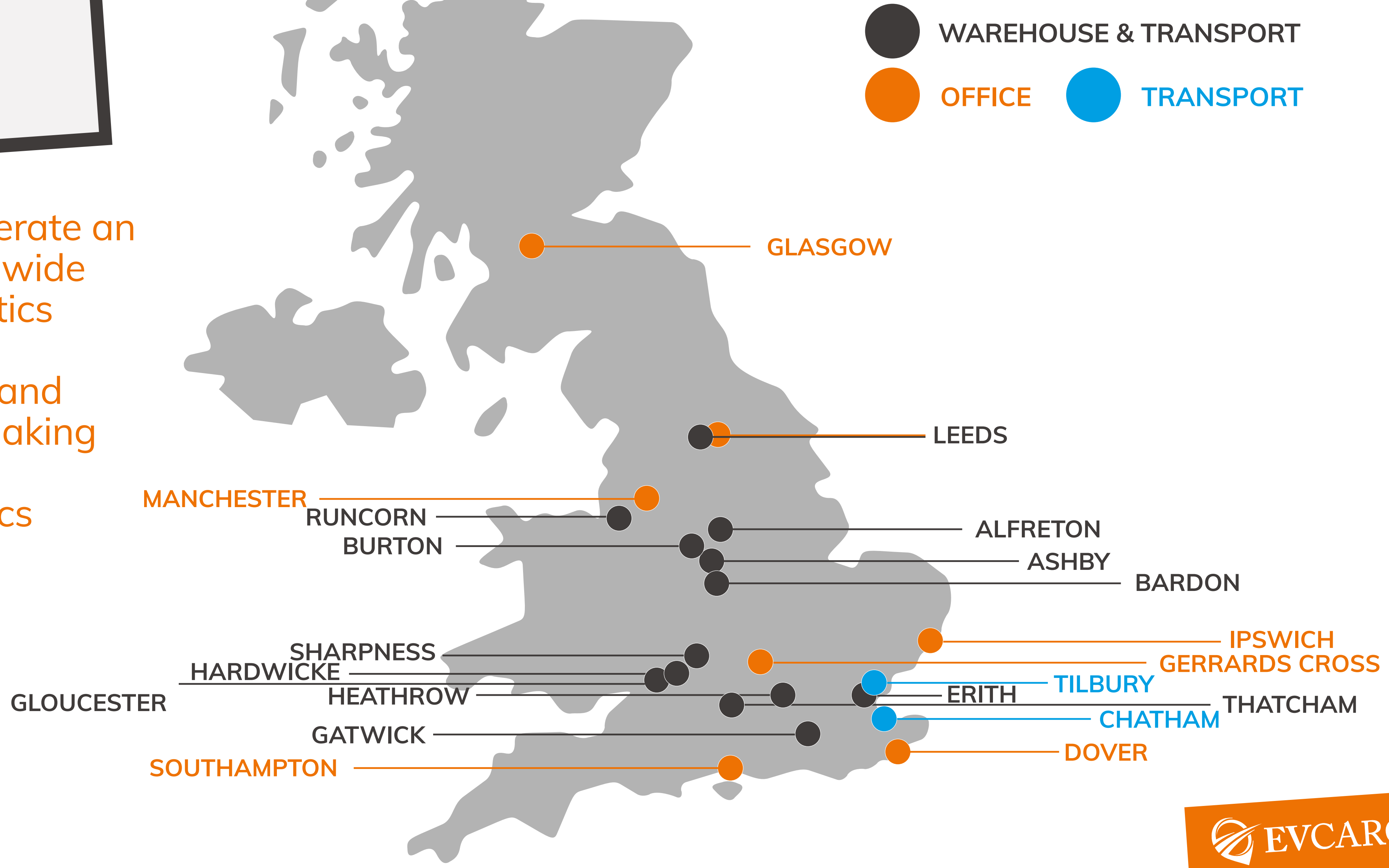
European Sites

Across Europe we have a network of offices and warehouses in eight countries.



UK Sites

In the UK we operate an extensive nationwide network of logistics sites, 10 offices, transport yards and warehouses – making EV Cargo one of the top logistics providers.





By introducing trucks running on hydro-treated vegetable oil, rather than diesel, we are able to reduce our customers' CO2 emissions.

Sustainability

We take our commitment to sustainability extremely seriously.

Our strategy is led by our Chief Sustainability Officer and the EV Cargo Sustainability Committee.

We are guided by the UN Global Compact and its Sustainable Development Goals, which help us work to the highest levels of sustainability.

One of our main targets is to reduce our emissions and be net zero by 2030 and we depend on all of our employees to help us meet our various sustainability goals.



Chief Sustainability Officer Virginia Alzina

Sustainability Goals

Mission

Planet



We aim to reduce our overall energy use and vehicle emissions. That means using alternative fuels for our trucks and having electric vehicles with zero emissions. We also work to minimise waste, with the aim of zero to landfill, and remove single use plastics.

People



We work to create a diverse and inclusive workplace and embed a culture of safety by complying with regulations and increase training and skills opportunities for our colleagues. We are active in our communities and make a positive impact.

Governance



It's important that we do business lawfully and with integrity, always working to the highest standards of business conduct. That includes protecting the privacy and personal data of our employees and customers.

Value Creation



Using the latest innovation and technology allows us to both create added value for our customers while also reducing emissions and costs. We create solutions that allow us all to work smarter, more efficiently and reduce wasted time and transport.

Employee Engagement



Our employees are important to us and we want to ensure you are engaged and have the skills to take on new challenges.

Our business culture includes respect and transparency and our management style means we listen to employees and address any concerns.

It is important that colleagues are aware of the company's direction and play a part in guiding it, that's why we have a number of initiatives and programmes where employees at all levels of the business can be more involved and have a say in how we do things.

A main focus each year is our annual engagement survey which we encourage colleagues to take part in globally. From this we create both local and company wide action plans.

In 2022 we received an Engagement Score of 71%.

Employee Programmes

Delivering Better is our exciting culture change programme where we create a rewarding environment. Employees can get more involved by becoming Delivering Better Champions and play an important role to help shape the future of our business by focusing on a range of initiatives, including sustainability and community.



Our behaviours underpin all of our values.

We always recognise our people for demonstrating our core values which have been defined as being part of the “Delivering Better” programme.

Delivering Better



Delivering better creates a rewarding environment enabling people to grow and develop their skills and career progression.

Sustainability



We regularly discuss ideas, plan initiatives and help shape our overall sustainability strategy.

Community



Champions decide on how we best interact with the communities in which we operate - that includes supporting community groups and events, donating to charities and providing time to worthy causes as volunteers.

E Energy

V Vision

C Courage

A Agility

R Respect

G Genuine

O One team