



Giving back



Environment: What is Agility Doing?

Agility Global Presence



Revenue Approximately \$ 5 Billion

Operations 100+ countries
500+ offices
Strong representation in key emerging markets

Market Position

Global Top 10 logistics provider
Leading position in emerging markets

Employee's

20,000+

Lines of Business

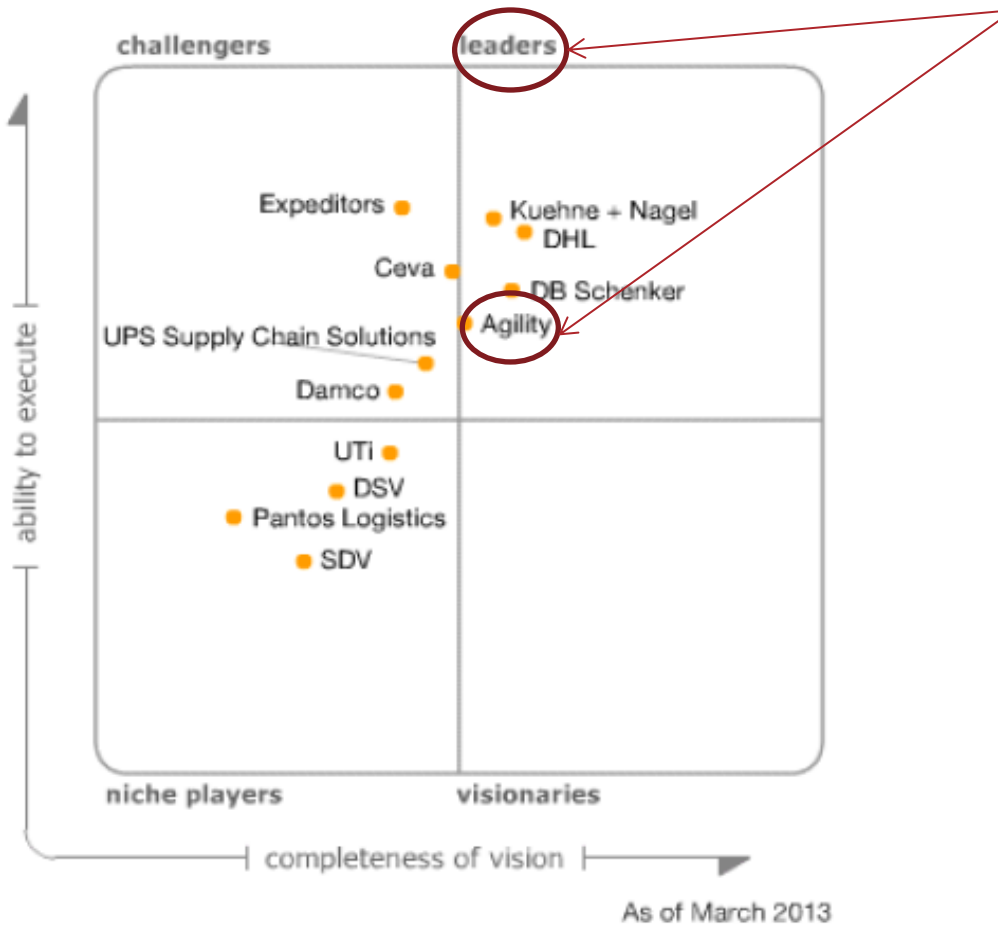
Core freight forwarding platform
Specialized capabilities in project, fuel and chemical
Portfolio of logistics-related businesses

Ownership

Publicly traded in Kuwait and Dubai

Magic Quadrant

Figure 1. Magic Quadrant for Global Third-Party Logistics Providers



Source: Gartner (March 2013)

Gartner, Inc. (NYSE: IT) is the world's leading information technology research and advisory company.



A Message from our Chairman & Managing Director

“Global presence brings social responsibilities. As we grow as a company, particularly in emerging markets, we can see for ourselves that the scourge of poverty, disease, and disasters affects us all. No one can afford to ignore these problems — and in fact, we as Agility, are in a unique position to help.”

Tarek Sultan
Chairman and Managing Director



Agility's CSR Program Areas

Environment



Fair Labor

Help Us Live A Culture of Respect

- Agility will not withhold employees' passports without their consent
- Agility strictly forbids recruitment agencies from charging employees fees to work for the company
- Agility will pay employees on time, in full
- Agility will give employees adequate rest periods
- Agility does not tolerate discrimination
- Agility does not tolerate harassment
- Agility always keeps employees' personal information secure
- Agility does not tolerate underage labor
- Agility protects reporters of ethics violations

Agility ALERT LINES

| Calling From | International Code | Toll-free Number |
|----------------------|--------------------|-------------------|
| Bahrain | 900-000-001 | 800-472-6986 |
| Bahrain (Cellular) | 900-000-000 | 800-472-6986 |
| Jordan | 18 800-0000 | 800-472-6986 |
| Kuwait | 1 | 809-222 ext. 4200 |
| Qatar | 1 | 800-472-6986 |
| Saudi Arabia | 1-800-10 | 800-472-6986 |
| United Arab Emirates | 0-800-121 | 800-472-6986 |

For more information, please contact your local HR office.

E-mail: ethics@agilitylogistics.com



Agility

Our Human Rights Promise

| | |
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| | |
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| Kuwait | 1 | 809-222 ext. 4200 |
| Saudi Arabia | 1-800-10 | 800-472-6986 |
| United Arab Emirates | 0-800-121 | 800-472-6986 |

Upholding our value of Integrity is everyone's responsibility. If you see any deviations from our labor policy, call us on the ALERT LINES. All reported violations will be investigated and evaluated. If there is an ethics violation, we will take corrective action. If no violation is found, the case will be closed. If you still believe another employee is in violation of our policies, you can re-submit your case to your manager, Human Resources Officer, or Compliance.

Agility CSR Program Areas

Humanitarian & Emergency Logistics



Community Volunteerism



Our Employee Engagement Model

1. Direct Engagement

- Leading community projects
- Leading environment projects
- Volunteering for our HELP initiative

2. Shared Value Engagement

- Working with customers on CSR activities
 - Environment
 - Community



Agility's Environment Program

Agility is committed to the preservation and protection of our natural environment, by implementing controls to prevent pollution and harmful emissions, reducing over-consumption of physical resources and energy, and minimizing waste.

- From Agility's Global Health, Safety and Environment Policy



What Our Customers Ask Us...

Are you ISO 14001 certified?

Have you measured your greenhouse gas footprint?

Have you signed the UN Global Compact?

Do you measure your recycling?

Do you have CSR and environment policies?

Do you have an integrated environmental management system?

Have you delegated environmental management authority at the executive level?

Do you have environmental goals established?

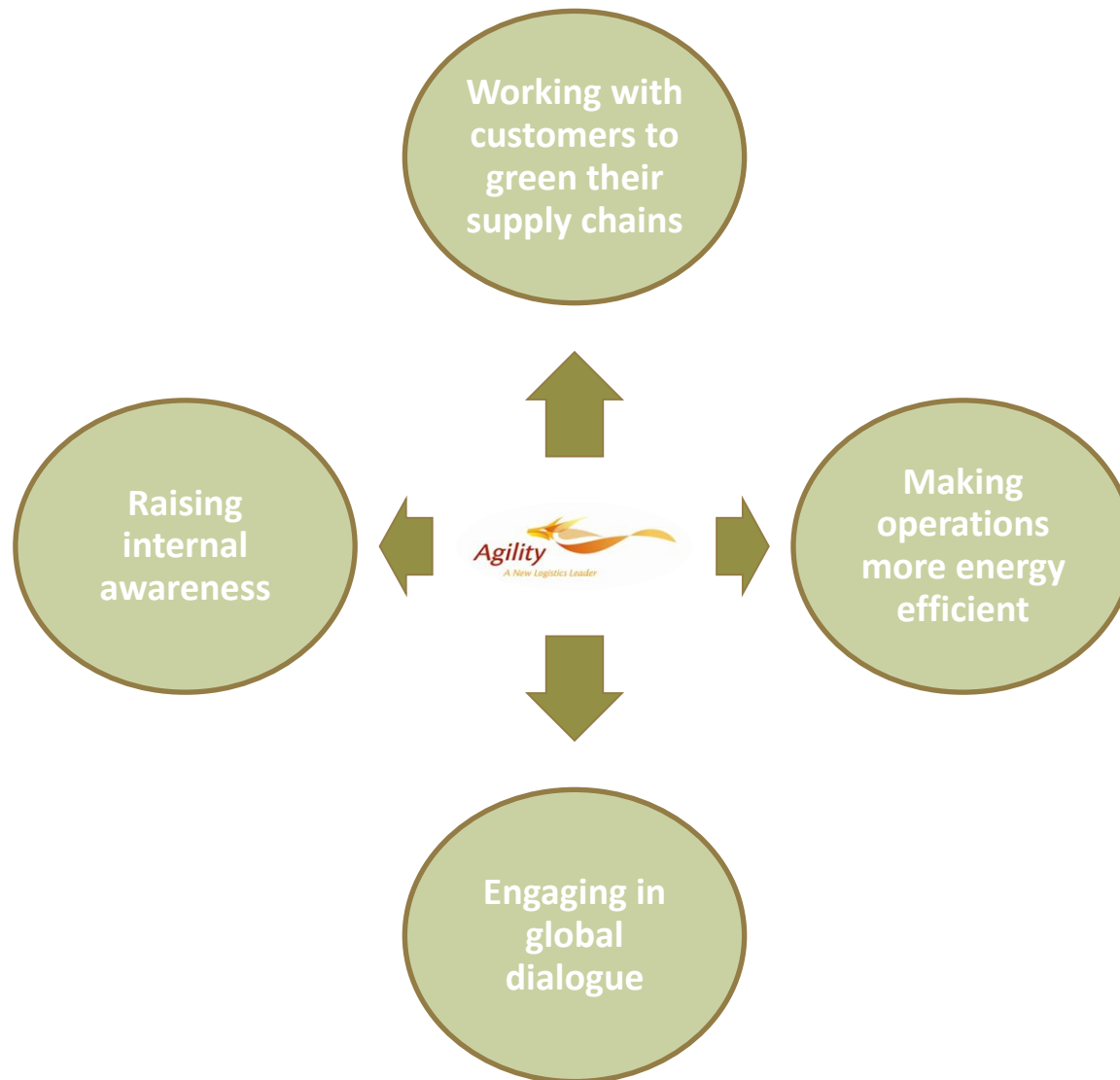
Are you a member of the Carbon Disclosure Project?

Do you comply with local and international laws?

Do you measure your waste?

And many others....

Agility's Environment Program Strategy



Raising Awareness

Policy & Communication

- Global Environment Policy
- “Think Green Act Green” Campaign

Activities

- Annual Earth Day activities across the globe
- CSR Projects

Recycle
Recycling materials means less pollution and more efficient use of resources.

Reuse
Reusing materials means less pollution of resources.

Reduce
Reducing electricity means less pollution and more efficient use of resources.



Agility is concerned about the environment and is committed to measuring and improving its sustainability performance. This site provides resources that can improve our performance. It includes communications materials, performance measurement tools, policies, work instructions and “How to Go Green” presentations. For starters, your office can use the fliers, posters, collateral, presentations and other resources seen below to help us “Think Green & Act green” throughout the company. Other resources can be found by accessing the Green Resources link on the right side of this page. And you can order Green Collateral by using the “Green Collateral Order Form”, also on the right side of this page. If you ever have questions about the environment and how you can help make it better, please email the CSR team at csr@agilitylogistics.com. Remember, it’s up to each of us to help improve our environmental performance, so let’s Think Green, Act Green and improve our environmental performance together.

Green Fliers

Recycle Poster 70x100cm | 24x36cm
 Reduce Flier 8.5x11 | A4
 Reuse Flier 8.5x11 | A4
 Recycle Flier 8.5x11 | A4

Green Stickers

Agility is committed to delivering high standards of service to our customers; maintaining environmentally-friendly operations, protecting the health, safety, security and assets of all of our stakeholders, fostering a culture of continuous improvement and innovation, and practicing good corporate citizenship in the communities in which we operate.

Quality Environmental Health Safety & Security Policy

Agility is committed to delivering high standards of service to our customers; maintaining environmentally-friendly operations, protecting the health, safety, security and assets of all of our stakeholders, fostering a culture of continuous improvement and innovation, and practicing good corporate citizenship in the communities in which we operate.

Our Quality, Environmental, Health, Safety and Security (QEHS) policy is effected through:

- **Customer Satisfaction**
Delivering unparalleled personalized customer satisfaction through service reliability and innovative solutions.
- **Compliance**
Comply with current applicable legislation, statutory, regulatory, international standards, customer and other stakeholder requirements – consistent with our management system framework and business code of ethics standards.
- **Pollution, Incident and Security Breach Prevention**
Implementing safe work practices, and appropriate operating and administrative controls to prevent:
 - Pollution and harmful emissions
 - Over-consumption of physical resources and energy
 - Waste through minimization, reuse and recycling
 - Work-related injuries, health concerns and safety incidents
 - Stakeholder assets loss and security breaches
- **Training and Competency**
Effective training and education that is dedicated to ensuring our employees knowledge and skills are aligned and compliant with our relevant management system requirements.
- **Communications**
Our policy is communicated appropriately to our employees, customers, suppliers, contractors and other relevant third parties.
- **Continual Improvement**
Our management systems ensure continual improvement through periodic review of our policy, business processes, objectives and targets; recognizing relevant business conditions, potential risks, changing conditions, and new information.

Tarek Sultan
Chairman



Green Resources

Instructions, Policies, Presentations and Collateral

[Green Collateral Order Form](#)

Green Honor Roll

Join the green honor roll. Pledge to reduce, reuse and recycle.

- Ahmad Abdalla
- Ahmed Mabrouk Abdel Aleem
- Adham Ashraf Abdelaziz
- Alaa Adel Abdelatty
- Abd Ghani Abd Majid
- Ahmed Gamal AbdElWahed
- Ali M A Abdal
- Ahmad Abdalla
- Ahmed Mabrouk Abdel Aleem
- Adham Ashraf Abdelaziz
- Alaa Adel Abdelatty
- Abd Ghani Abd Majid
- Ahmed Gamal AbdElWahed
- Ali M A Abdal

Greening Our Operations

ISO 14001 Certifications

- 38% of our employees work at an ISO 14001 site

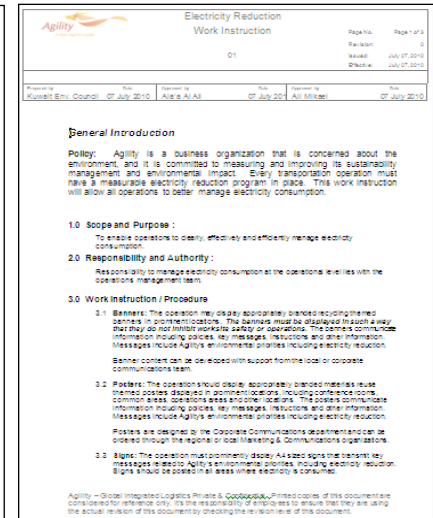
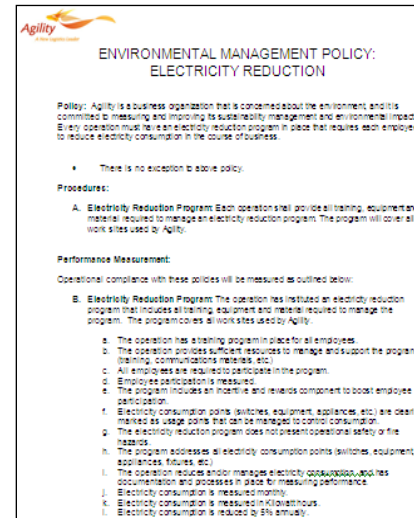
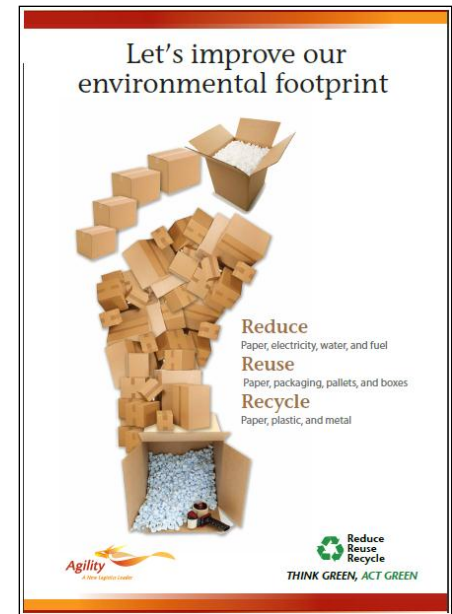
Operations Tool Kits

- Tools and resources to reduce, reuse and recycle

Green Team Pilots

- Global and local teams established to improve impact

Subcontractor Management Pilot (2013)



Greening our Customers' Supply Chains

Operational Examples of Impact Management

- Re-use of packaging materials to save cost and reduce impact
- Composting unusable food products in emerging market
- CarboNZero certification in New Zealand
- Fleet conversion to CNG
- Unique consolidations in air freight operations



CO2 Estimation and Reporting

- Defra-based reports that estimate CO2 emissions
- Able to transmit to customers on demand

A screenshot of a web browser displaying the "CO2 Emission Calculator" interface. The page shows a table with columns for Origin Region, Origin Country, Origin Location, Destination Region, Destination Country, Destination Location, Flight Mode, Weight (KGS), Distances (KPH), Tonne Km, CO2 (KG/Tonne KPH), and Your Weight in CO2 KG Output. The table contains one row of data: Origin Region: EU, Origin Country: DE, Origin Location: HAM, Destination Region: JP, Destination Country: JB, Destination Location: SCL, Flight Mode: LOND_HAMJ, Weight (KGS): 1,000.00, Distances (KPH): 8,498.85, Tonne Km: 8,498.85, CO2 (KG/Tonne KPH): 0.61, Your Weight in CO2 KG Output: 5,184.30. Below the table, it says "Total Row(s) Fact(s): 1 of 1" and "** Not for Commercial use (Calculation based on DEFRA Formulae) **".

| Origin Region | Origin Country | Origin Location | Destination Region | Destination Country | Destination Location | Flight Mode | Weight (KGS) | Distances (KPH) | Tonne Km | CO2 (KG/Tonne KPH) | Your Weight in CO2 KG Output |
|---------------|----------------|-----------------|--------------------|---------------------|----------------------|-------------|--------------|-----------------|----------|--------------------|------------------------------|
| EU | DE | HAM | JP | JB | SCL | LOND_HAMJ | 1,000.00 | 8,498.85 | 8,498.85 | 0.61 | 5,184.30 |



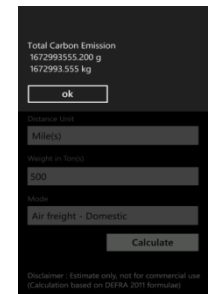
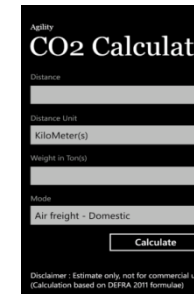
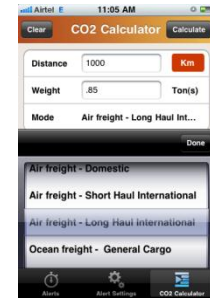
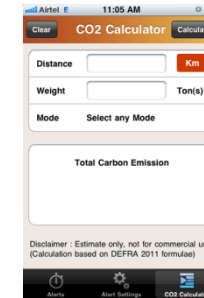
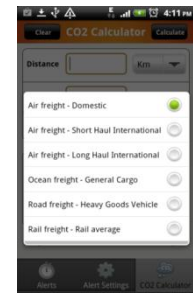
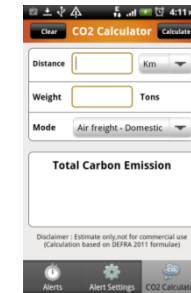
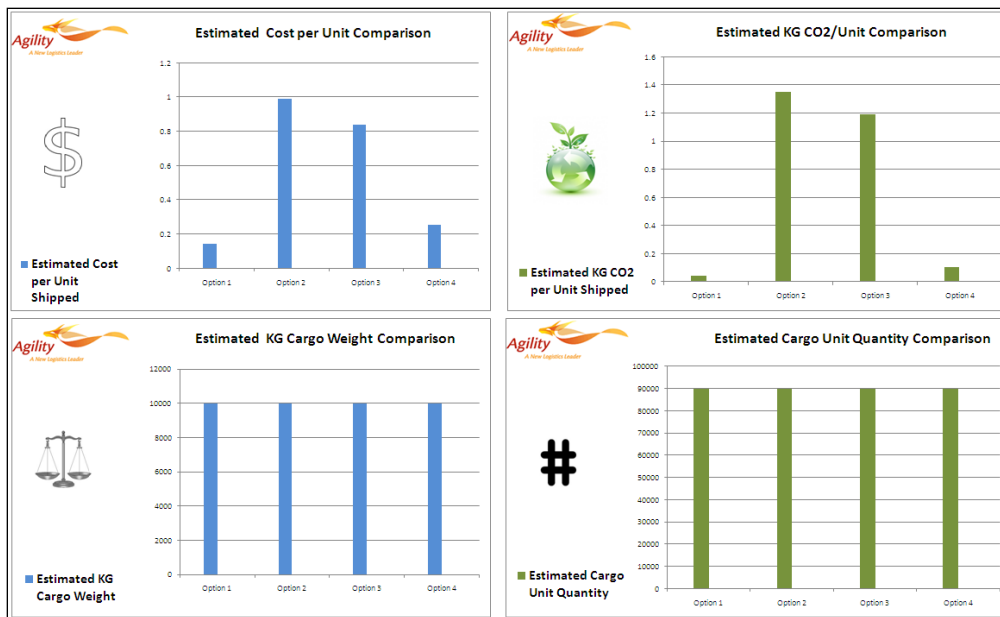
Greening our Customers' Supply Chains

Supply Chain Design & Leaning

- Route Comparison Calculator to help define and select cost saving and environmentally friendly transport options
- Lean qualified professionals to assist in leaning customer operations and supply chain design

Mobile CO2 Emission Estimation App

- To help customers estimate their consignment's CO2 impact



Global Dialogue

Supply Chain De-carbonization & Consignment Reporting

- Participate in industry dialogue on climate change
- Provide input to help industry better account for CO2

Sustainable Consumption

Engage with consumer product organizations to provide supply chain input to sustainable consumption dialogue

WORLD ECONOMIC FORUM
COMMITTED TO IMPROVING THE STATE OF THE WORLD

We are a diverse group of over 100 CEOs.

We come from every industrial sector and region. Our companies represent over 10% of the market capitalization of all publicly-traded firms in the world.

Under the auspices of the World Economic Forum and the World Business Council for Sustainable Development, we have developed climate policy recommendations for the G8.

We did so at the invitation of the G8's G8+5 Dialogue on Climate Change, Clean Energy and Sustainable Development.

Tomorrow, G8 leaders discuss the issue of climate change.

We believe we have assembled for the G8 the most detailed set of business guidance yet on the design of the climate policy framework to succeed the Kyoto Accord.

The work has created an unprecedented degree of consensus among us.

Climate change is a serious challenge for international society, including the business community. While some uncertainties remain, by applying a risk management perspective in view of the available information, we conclude that a reasonable approach is for all leaders of government and business to take action now.

We offer the G8 leaders a new, public-private vision of how to proceed on the future policy framework that would involve the private sector and other stakeholders more closely in its design and implementation.

We look forward to the outcome of the G8 discussions on climate tomorrow. We stand ready to work with the international community to deliver practical solutions.

You can find the full version of our statement on www.weforum.org/climate

The Pew Center on Global Climate Change served as a research partner for this initiative.

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Industry Agenda

More with Less: Scaling Sustainable Consumption and Resource Efficiency

In collaboration with Accenture, January 2012

Report prepared by Accenture Leaders Global Growth Advisory and the World Economic Forum

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Industry Agenda

Supply Chain Decarbonization

THE ROLE OF LOGIST AND TRANSPORT IN REDUCING SUPPLY CHAIN CARBON EMISSIONS

Report prepared with the support of Accenture

WORLD ECONOMIC FORUM
COMMITTED TO IMPROVING THE STATE OF THE WORLD

Industry Agenda

Consignment-Level Carbon Reporting Guidelines

The objective of this document is to provide a set of principles or guidelines to promote consistency across the logistics and transport industry in reporting carbon emissions at the consignment or customer level. The guidelines are intended to complement reporting and existing product-level carbon reporting standards.

Supply Chain Decarbonization Report

Agility contributed to the World Economic Forum's Supply Chain Decarbonization Report, the first research effort of its kind to quantify and rank opportunities to reduce supply chain carbon intensity.



The screenshot shows the World Economic Forum website. At the top, there is a navigation bar with links for COMMUNITIES, EVENTS, INITIATIVES, MEDIA, ABOUT US, and KNOWLEDGE NA. Below the navigation bar, there is a main content area. On the left, there is a featured article titled "Supply Chain Decarbonization" with a sub-headline "The Role of Logistics and Transport in Reducing Supply Chain Carbon Emissions". The article features three images: a port with cranes, a cargo ship, and a forklift. On the right, there is a news article titled "New report: top ways to decarbonize global supply chains". The article text reads: "In the first research effort of its kind, the World Economic Forum's Logistics & Transport Community, with the support of Accenture, has quantified and ranked opportunities to reduce supply chain carbon intensity. The *Supply Chain Decarbonization* report examines the role the logistics and transport sector plays in reducing emissions in its own operations and in influencing shippers and buyers to undertake broader supply chain improvements." Below the article text, there are three links: "> Full report (PDF)", "> Press release", and "> Logistics & Transportation".

www.weforum.org/pdf/ip/SupplyChainDecarbonization.pdf

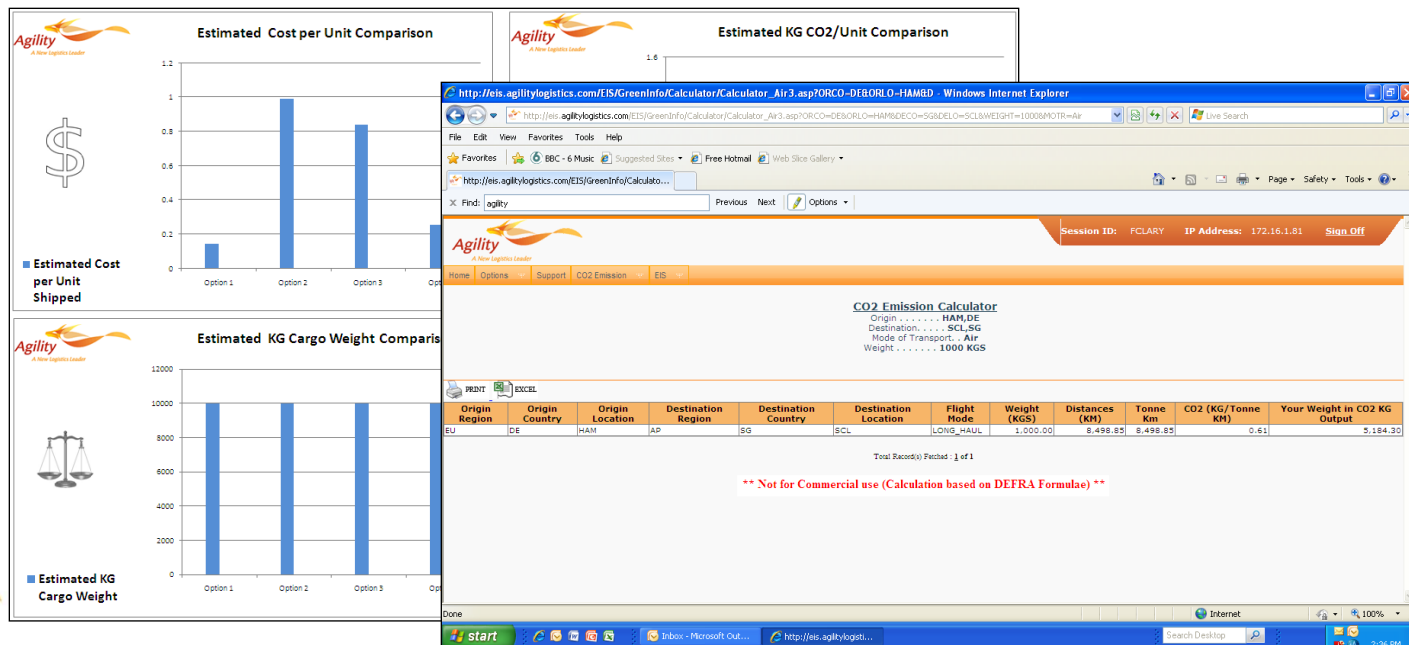
Case Studies of Change



CO2 Mapping and Supply Chain Leaning

CO2 Mapping & Lean Exercises

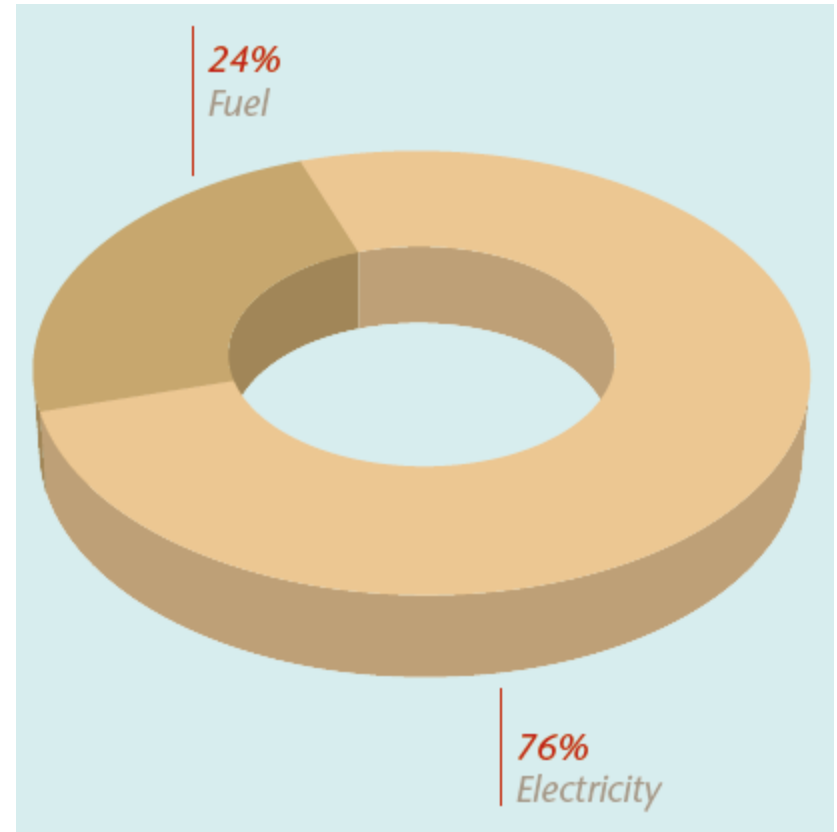
- We can help customers lean their supply chains to reduce cost and CO2 emissions.
- By working with our customers to identify opportunities to reduce CO2 in the supply chain, we can also identify cost reduction opportunities.
- We have saved some customers nearly 10% in CO2 emissions and shipment costs by leaning air transport operations.



Measuring Resource Consumption

Our Estimated Direct CO2 Impact

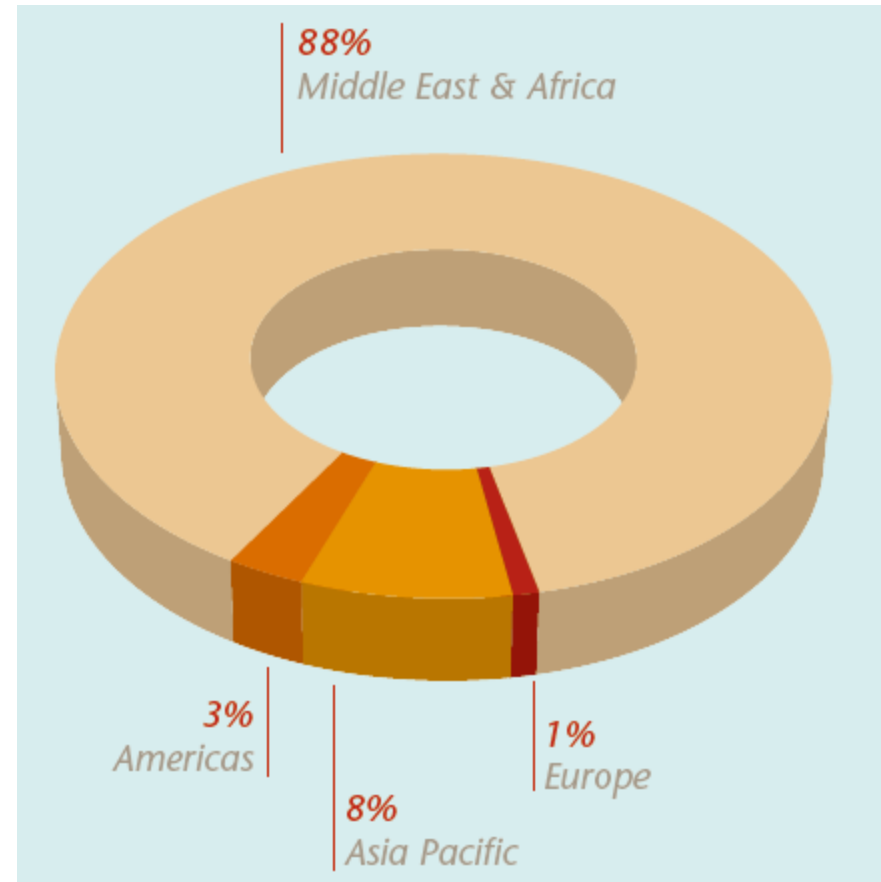
- In 2012, approximately 76% of Agility's direct emissions were attributed to electricity related emissions.
- 24% were attributed to emissions from fuel consumption.



Measuring Resource Consumption

Our Estimated CO2 Footprint

- In 2012, approximately 88% of Agility's direct emissions were attributed to Middle East & Africa operations.
- 8% were attributed to Asia Pacific operations
- 3% were attributed to Americas operations
- 1% were attributed to European operations



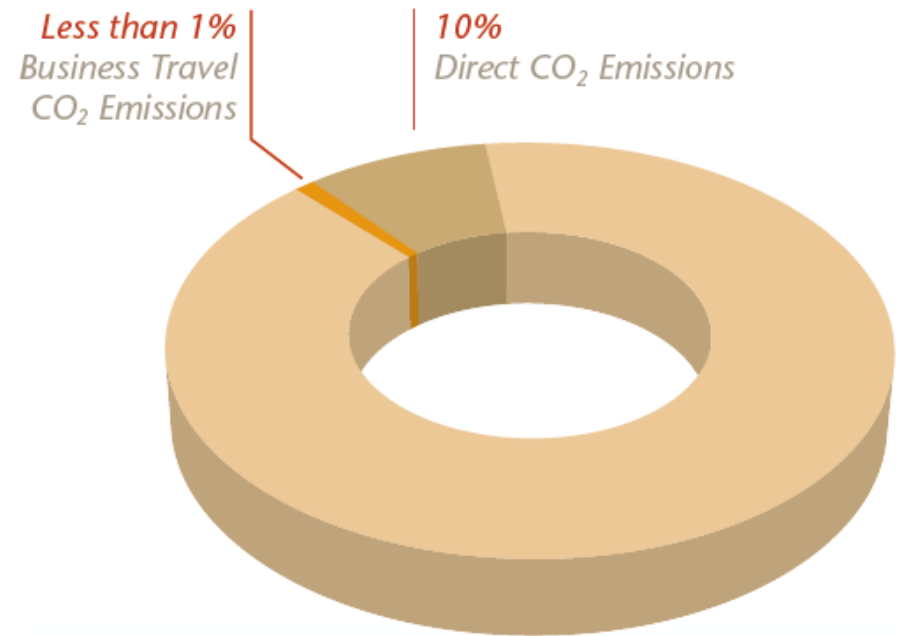
Estimating Our CO2 Footprint

Our Estimated CO2 Footprint

- In 2011 & 2012, approximately 10% of Agility's emissions were attributable to direct operations.
- Approximately 90% of emissions were from customer shipments.

Breakdown of Emissions by Direct and Outsourced Operations (2012)

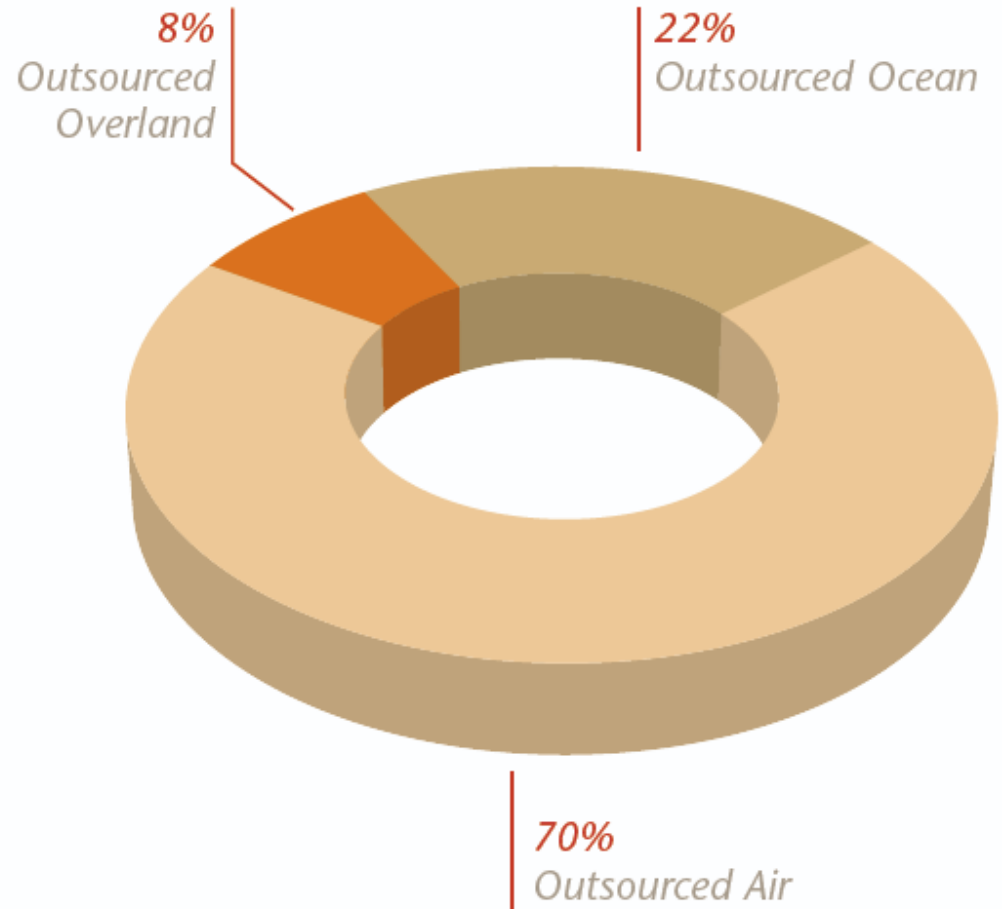
90% of Agility's carbon footprint is "outsourced" - meaning that shipments are transported on planes, ships, trains, or trucks that Agility does not own or operate.



Estimating Our CO2 Footprint

Our Estimated CO2 Footprint

- In 2011 & 2012, approximately 10% of Agility's emissions were attributable to direct operations.
- Approximately 90% of emissions were from customer shipments.
- We estimate that our outsourced emissions are attributed as follows:
 - 70% to airfreight
 - 22% to ocean freight
 - 8% to overland



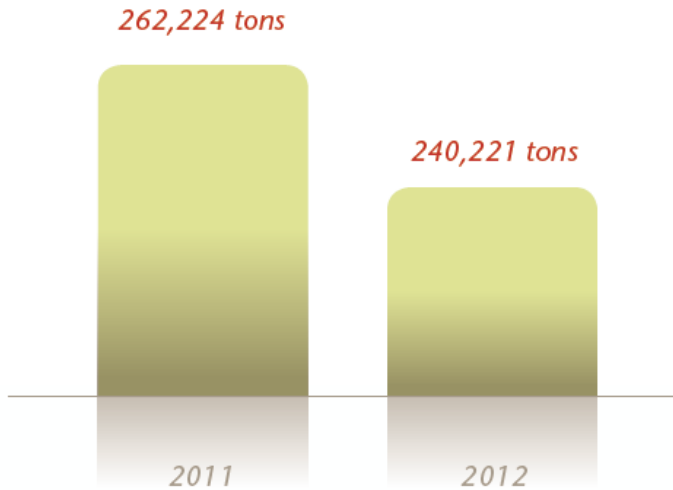
Reducing CO2 Emissions

We have achieved significant estimated CO2 emissions reductions in:

- Our direct operations
- Business air travel

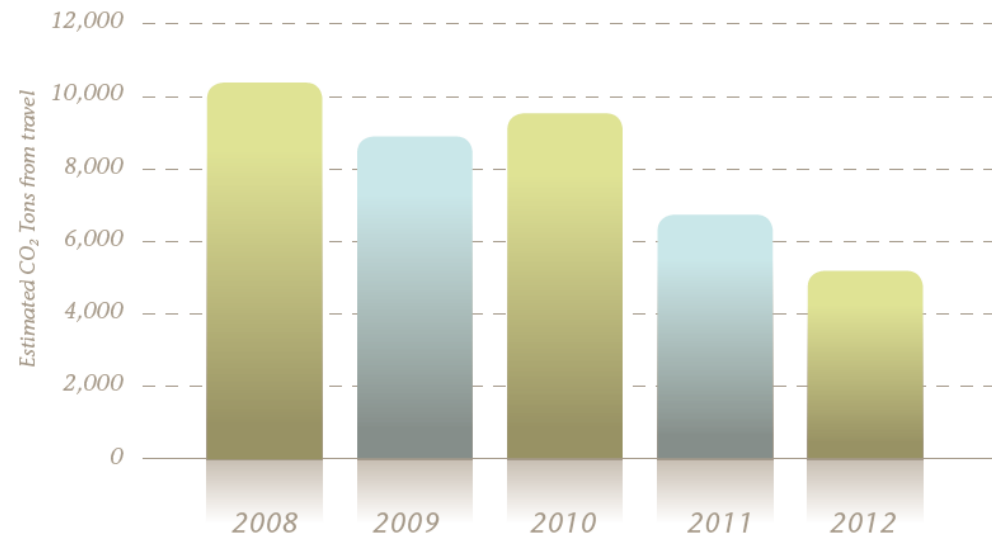
Carbon Emission From Agility's Own Operations

Agility's direct carbon footprint was reduced by 8% in 2012, when compared with 2011.



CO₂ Tons from Business Air Travel

Substantial year-on-year reductions. Business travel in 2012 was 8% lower than in 2011.



ISO 14001 Certifications

Our Growing Quality Management program

- Almost 40% of our employees work in an ISO 14001 certified worksite.
- Most of these sites are in emerging market locations
- Currently, all sites in Kuwait, as well as major operations in Abu Dhabi, Qatar, Australia, New Zealand, China (Shanghai Logistics Hub), Indonesia, Malaysia, Singapore, Vietnam, India, Pakistan, Italy, Germany, Finland, and Sweden have achieved ISO 14001 certification.
- Operations in Thailand, Philippines, Norway and Denmark are in the process of obtaining certification.



Reducing Energy Use in the Middle East

Environmental Challenge: 3 million square feet of warehousing space in Kuwait. Our electricity consumption is a significant part of our carbon footprint. We decided to try to reduce our energy consumption by 20% in 2007.

The Agility Solution:

- Conducted an energy audit
- Replaced 3,000 regular bulbs with compact fluorescent bulbs
- Switched off electricity during off-peak hours for durable goods
- Controlled AC temperatures
- Conducted an awareness campaign encouraging employees to be more energy-efficient

30% energy savings, which translates to

**9,300 tons of
CO2 reduced**



**239,000 tree
seedlings grown for
10 years**



**823 homes yearly
electricity use**

Employee Engagement through Eco-Volunteerism

- For the past six years, Agility has marked Earth Day with activities in different offices across our network.



- Agility-organized beach clean ups, tree planting, carpooling, school visits, household recycling and other projects are all geared towards raising awareness about the environment, internally and externally.

- In 2011 and 2012, more than 2,000 employees participated in Earth Day activities in more than 30 countries.



CSR and Environment Awards



CSR & Environment Awards

Asian Manufacturing Awards

- “Best Sustainability Solution”– 2012

Supply and Demand Chain Executive Magazine

- “Green Supply Chain Award”– 2012

Asian Leadership Award

- “CSR Leadership Award”– 2012

CSR Association of Pakistan

- “CSR National Excellence Award”– 2011

Asian Leadership Award

- “Best Corporate Social Responsibility Award”– 2011

Vietnam Supply Chain Community

- “Green and Corporate Social Responsibility Award”– 2011

Asia’s Best CSR Practices Award

- “Best Corporate Social Responsibility Practice Award” - 2011

CSR & Environment Awards

Transport Council of Skane and Blekinge Counties. Sweden

- “Transportation Solution Award”– 2010

World Wildlife Fund/Emirates Wildlife Society

- “Green Makeover Award”– 2010

Arabian Business

- “Special CSR Award”– 2010

Asian Freight and Supply Chain Awards

- “Best Green Service Provider Award” 2010 & 2011

CSR Summit Dubai

- “Corporate Social Responsibility Leadership Award” - 2009

CSR Association of Pakistan

- “CSR National Excellence Award” – 2009

Supply Chain Asia Awards

- “Green Supply Chain” - 2009

What We Can Do Together to Improve Our Footprint



Pre-qualification support

Lean dialogue

Supply chain design assistance

Environment dialogue

Shared value projects

Team building

Relationship building



Thank you

www.agilitylogistics.com