



Hub Group, Inc. SUSTAINABILITY POLICY

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Certain human activity can have a negative impact on ecological systems, climate and public health. Recognizing this, Hub Group has had long-standing practices of providing a safe and healthy workplace, protecting the environment, and conserving energy and natural resources.

We remain committed to reducing our environmental footprint and promoting environmental stewardship at all levels of our organization. Our goal is to be a leader in the logistics industry in minimizing impact to our shared environment. We will endeavor to meet the following policy initiatives:

- Strive to mitigate our environmental impact by reducing pollution and waste, conserving energy and water, protecting habitat, giving preference to renewable over non-renewable energy sources when feasible, purchasing environmentally friendly products and encouraging environmentally preferable transportation wherever possible.
- Conserve natural resources through recycling and the use of sustainable supplies where economically feasible.
- Utilize processes that have less adverse impact on the environment, including developing and improving operations and technologies to mitigate waste, lessen air, water and other pollution, reduce health and safety risks and dispose of waste safely and responsibly.
- Encourage employees to follow this policy and to report any violation of this policy to Hub Group management, managers or the Ethics Hotline.
- Comply with applicable environmental legislation and regulations that apply to our operations.
- Act as an environmentally responsible neighbor in the communities where we operate.

A healthy environment benefits everyone and we remain committed to responsible environmental practices.