

## Angie Freeman

### Chief Human Resources and ESG Officer, C.H. Robinson

As Chief Human Resources & ESG Officer at C.H. Robinson, Angie Freeman is a member of the executive team and leads the company's global talent and sustainability strategies, including recruiting, compensation, learning and leadership development, culture and talent brand, environmental impact, charitable giving, and diversity, equity and inclusion. Angie leads teams around the world, including North America, Europe, Asia, Australia, and South America. In addition, Angie has served as the President of the C.H. Robinson Foundation, which along with the company has contributed approximately \$30 million to charitable organizations.



C.H. Robinson (Nasdaq: CHRW) is one of the world's largest logistics providers, with annual revenues of approximately \$25 billion and approximately 18,000 employees in 30+ countries around the globe. As a services company, C.H. Robinson's people and winning culture have been instrumental to its long track record of success.

Angie has had a unique career with experiences leading a wide variety of areas, including Investor Relations, Marketing and Public Relations, Corporate Communications, and Government Affairs.

During her career, Angie has also provided board leadership to several organizations. She currently serves on the Board of Directors and as Chair of the Human Resources and Compensation Committee for The Shyft Group (NASDAQ: SHYF), a manufacturer of commercial specialty vehicles. In addition, she serves on the Board of the University of North Dakota Alumni Association & Foundation, the Nistler College of Business and Public Administration Advisory Board, and the Gartner Global CHRO Board. Previous board experiences include serving as Chairman of LeadersUp, a national non-profit founded by Starbucks that supports increased employment opportunity for at-risk youth, and Community Health Charities of Minnesota. In addition, Angie has played an active role in numerous transportation and logistics industry organizations, including serving on committees within the National Industrial Transportation League, and the U.S. Chamber of Commerce Transportation & Infrastructure Committee. She is also a frequent public speaker on talent strategy and leadership topics.

Angie is a graduate of the University of North Dakota, with a Bachelor of Arts in Political Science and a Bachelor of Science in Secondary Education, Summa Cum Laude, Phi Beta Kappa. She also holds a Master of Science degree in Comparative Politics, with Distinction, from the London School of Economics.