

Tom Schmitt

... leave a place better than you found it.

In March of 2025, Tom took on the CEO role at Radial Inc., a North American logistics leader. Tom and his team are on a mission of profitable growth for Radial, leveraging an agile operating model where customers can go from contract to launch within a week. In addition to his role at Radial, Tom also serves on the Executive Committee of bpost, the owner of Radial. In July of 2025 Tom took on a board role with Leo Facilities Maintenance, a high growth-oriented Private Equity owned company.

From August 2024 to January 2025, Tom served as Chief Commercial Officer at Nikola Corporation. Team Nikola has the mission to move business forward a better way – with zero emissions. Tom and his team enhanced the prospect and customer list and sharpened the rigor of sales and marketing processes to get Nikola into game shape for a next owner.

Before joining Nikola, Tom and his team led Forward Air to profitable growth through Covid. With the share price more than tripling – from \$39 to \$124 – between the beginning of Covid and the end of 2021. In 2023 Forward Air launched the next phase of its growth story by acquiring Omni Logistics, significantly enhancing its customer base for its industry leading freight service and creating a long-growth runway, resulting in a \$3.5 bn freight company serving North America with inbound freight from the entire triad – Asia, Europe, North America.



Prior to joining Forward Air, from 2015 to 2018, Tom served as a Management Board member for Schenker, a Freight Forwarding, Transportation and Logistics company, operating in 140 countries with \$30 billion in global revenues. He headed up a team of 22,000 in the Global Contract Logistics business, where his strong emphasis on continued and accelerated profitable growth paid off for the company. In his first two years, the division reached record revenue and profit levels and was awarded the “best Logistics brand in Germany,” as well as the prestigious parent company’s DB Award for Customer and Quality. In addition, as Chief Commercial Officer, Tom led Schenker AG’s global Sales and Marketing activities. In his first full year in this role, the company grew by more than 1 bn € – as much as in Schenker’s previous 10 years combined.

Before joining Schenker, Tom between 2013 and 2015, led Aqua Terra, reporting directly to the Board as one of the company’s owners, together with Private Equity firm Birch Hill Partners. Aqua Terra is Canada’s leading provider of natural spring water and Tom’s leadership transformed the company into a Canada-wide Nourishment company with an export business of its premium water. At the end of his two-plus year tenure, Schmitt and

Birch Hill executed the sale of Aqua Terra to a larger strategic buyer delivering on its investment thesis.

Between 2010 and 2012, Tom served as CEO and director on the Board for Purolator, Canada’s top parcel and freight transportation company, and under his leadership, the company saw growth in the same year for both market share and profitability for the first time in more than 10 years. During Tom’s tenure, Purolator doubled its presence in the U.S. market and enhanced its penetration in small and medium business- es and retail segments with double-digit revenue growth. He also transformed the company into an industry leader in environmental stewardship with more hybrid vehicles than any other transportation company in the world. Purolator is a \$1.6 billion company with 12,000 employees.

Tom came to Canada with a proven track record in place after 12 years at FedEx in Memphis, where he served as CEO of FedEx Supply Chain, a FedEx operating company. He also led FedEx Solutions, a FedEx Services division that developed and executed specific and integrated turnkey supply chain customer solutions. Tom built the organization from a team of less than 50 employees in the late 1990s to more than 800 people in 2008.

Tom served as a Director on the Ferguson plc Board from February 2019 to December 2024. Ferguson is a distributor whose products make offices and homes come alive – from water pipes to plumbing to lighting fixtures to appliances. In

the five years since Tom joined the board in 2019, Ferguson completed its transition from a FTSE30 company on the London Stock Exchange to a primary listing on the New York Stock Exchange. As a consequence, Ferguson's stock price tripled in that five-year period

Between 2014 and 2018, Tom was also a Director on the Board of Dicom Transportation Group in Montreal, Canada, and during the four years of his tenure, revenue and profits doubled.

From 2013 to 2016, Tom served as a Director on the Board of Zooplus AG, the leading e-commerce-based provider of pet foods and supplies in Europe. In this role, Tom supported the Zooplus team with advice on strategic areas such as supply chain. Stock price quadrupled during his Board tenure due to a laser sharp focus on store brands and profitable growth.

In addition, his resume includes a five-year stint, 2008 to 2013, as a Director of the Board of Univar, Inc. where he prepared the company for an initial public offering on the NYSE. He also reshaped the company for more geographic diversity, driving a strategy to locating where distribution, manufacturing and consumption will be, not where they have been.

From 2015 to 2019, Tom also served on the board of Cyberport GmbH in Dresden, Germany, and was a key player in its transformation to a differentiated electronics retailer with the broadest assortment of electronic goods.

It was in Memphis that Tom began to develop his deep commitment to community involvement. While serving in an unprecedented four-year term as Chairman of the Board for the Memphis Chamber of Commerce from 2007 to 2010, he co-designed and oversaw the biggest and highest impact economic development program in Memphis history. He was also an executive board member of the Shelby Farms Park Conservancy and Ballet Memphis, bringing the business and arts communities closer together. He was named one of the 100 most Influential Tennesseans by the BusinessTN Power 100.

Tom holds an MBA as a Baker Scholar from Harvard Business School; as well as a Bachelor of Arts in European Business Administration, First Class Honours, from Middlesex University.

In 2006, he became the co-author of "Simple Solutions," a successful management and leadership book, published by Wiley and Sons. The book draws on the authors' experiences and spells out simple tools to draw on from both the analytical and creative sides of your brain. FedEx founder Fred Smith wrote the forward to the book, which went into two printings.