

We Do Sustainability

2026 ESG Report



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Clean Logistics



Shared Values



Empowered People



About Our Report

As sustainability expectations rise across our industry, this year's report marks a foundational moment: establishing global baseline metrics, strengthening alignment with the United Nations Sustainable Development Goals, and deepening collaboration with our customers, suppliers, and employees worldwide. Anchored in three strategic pillars—Clean Logistics, Empowered People, and Shared Values—this report reflects not only what we've done, but how we're building for the future.

We Do Sustainability

At OIA Global, sustainability isn't just what we talk about—it's what we do.

For Our Customers

Provide responsible, innovative logistics solutions that help our customers achieve their own sustainability goals and build long-term partnerships with lasting impact. Our dedicated ESG team has worked hard to establish baseline metrics to measure future progress.

For Our People

Create safe, inclusive, and thriving work environments where our people and their families can flourish, knowing that we care deeply about their future.

For Business

Embedding sustainability into our core business practices, creating resilience, efficiency, and long-term growth. Our goal is to reach a future state where internal stakeholders consider sustainability amidst any impactful business decisions.

For Good

Fully commit ourselves to ethical and responsible practices, demonstrating leadership in sustainable sourcing and positively influencing the transportation providers that we partner with.

Together, we do sustainability—not because we must, but because it's who we are.





A Message from the CEO

Every shipment and component of packaging material carries a responsibility to deliver value and build trust. At OIA Global, we recognize this responsibility, and we are determined to make an impact via resilient and sustainable supply chain solutions.

We have already delivered tangible results since I joined five years ago. Packaging innovation has eliminated **4.8 million plastic boxes** and **19 million plastic bags** from supply chains, while **OIA Connect** has given customers direct access to a carbon reporting dashboard, helping them monitor progress toward their sustainability goals.

Last year, we took a significant step forward in our sustainability journey by refining our emissions baseline via improved methodologies and enhanced data collection between internal systems, reinforcing both the accuracy and transparency in our reporting.

OIA reported a total footprint of just over **321,000 MT CO₂e emissions** across Scope 1, 2, and 3 in 2025, with Scope 3 averaging **2.58 MT CO₂e per shipment**. We chose this simple, transparent measurement because it is easy to understand across the organization, while still reflecting the complex drivers of emissions, such as transport mode, distance, carrier usage, and fuel efficiency.

From here, we will continue to analyze our different types of shipments and carrier partnerships to sharpen insights and drive meaningful improvements.

In this year's ESG report, *We Do Sustainability*, we highlight the results of our progress across three strategic pillars:

- **Clean Logistics** showcases how we are establishing a strong emissions baseline, supported by clean, third-party validated data, and actionable reduction plans in different areas.
- **Empowered People** reflects how we support, educate, and celebrate our employees, ensuring equal opportunity with continuous measurement.
- **Shared Values** highlights collaboration with customers, suppliers, and communities, because lasting impact can only be achieved together.

In the report, you can also learn about our governance structure, emissions data, reduction strategies, packaging optimization efforts, health and safety metrics, and read several innovative case studies.

Together, we can continue to create innovative solutions, deliver greater value, and make meaningful strides toward a more sustainable future.

Thank you for your trust and partnership.

Jeff Barrie
Chief Executive Officer

OIA's Capabilities

OIA Global delivers resilient supply chain solutions that adapt to a dynamic world. As a trusted partner for leading companies across the globe, we provide exceptional service with sustainable results.

PRODUCTS & SOLUTIONS

Logistics

- Air
- Ocean
- Road
- Rail
- 3PL / 4PL
- Customs brokerage
- Contract logistics (Warehousing & distribution)
- Project logistics
- Supply chain visibility tools

Packaging Solutions



- Retail packaging
- Transit packaging
- Optimization
- Engineering
- ESG solutions
- Color management
- Graphic design

Raw Materials Management



- Sourcing
- Pricing
- Order management
- Inventory management
- Quality compliance



Our mission is to deliver peace of mind. In the ever-evolving global supply chain, we find a way where and when others can't: creating more personalized and resilient solutions to the unique challenges that customers face.

OIA Global provides end-to-end [supply chain management](#), including [3PL services](#), [4PL supply chain orchestration](#), [contract logistics](#) (warehousing and distribution), innovative [packaging solutions](#), [raw materials management](#) and sourcing, plus several advanced [technology solutions](#) for shipment visibility and inventory management.

We leverage these comprehensive and scalable solutions, combining them with exceptional customer support and a truly global network, to find every customer's path to success.

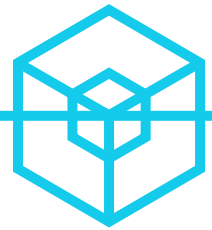
KEY INDUSTRIES

- Energy
- Electronics
- Healthcare
- Industrial
- Retail & Lifestyle

OIA supports many other different types of customers across all three business segments listed above.

Case Studies





Optimizing the Supply Chain for Sustainable Impact

OIA Global's end-to-end capabilities deliver transparent and efficient resource use across the supply chain. Smarter materials management and sourcing, reduced material waste, and cost-effective transportation solutions all contribute to more responsible global trade, supporting both customers' goals and OIA's sustainability commitments.



Supporting the United Nations Sustainable Development Goals



OIA Global is aligning its long-term sustainability goals with the United Nations Sustainable Development Goals (SDGs). By establishing clear baselines and metrics, we are creating a consistent, measurable framework for ESG progress across our global operations. This framework is also reflected in the report's structure, which is organized around three key pillars: Clean Logistics, Empowered People, and Shared Values.

Clean Logistics

Reducing the environmental impact of our products and operations.



Clean Logistics focuses on embedding ESG principles into our operations, aligning emissions targets with company-wide goals, and actively engaging in industry collaborations to accelerate progress. We continue to invest in validated emissions data for our customers via OIA Connect, leveraging methodologies like EcoTransIT to ensure accuracy, transparency, and alignment with global standards.

Empowered People

Improving the lives of our people and their communities.



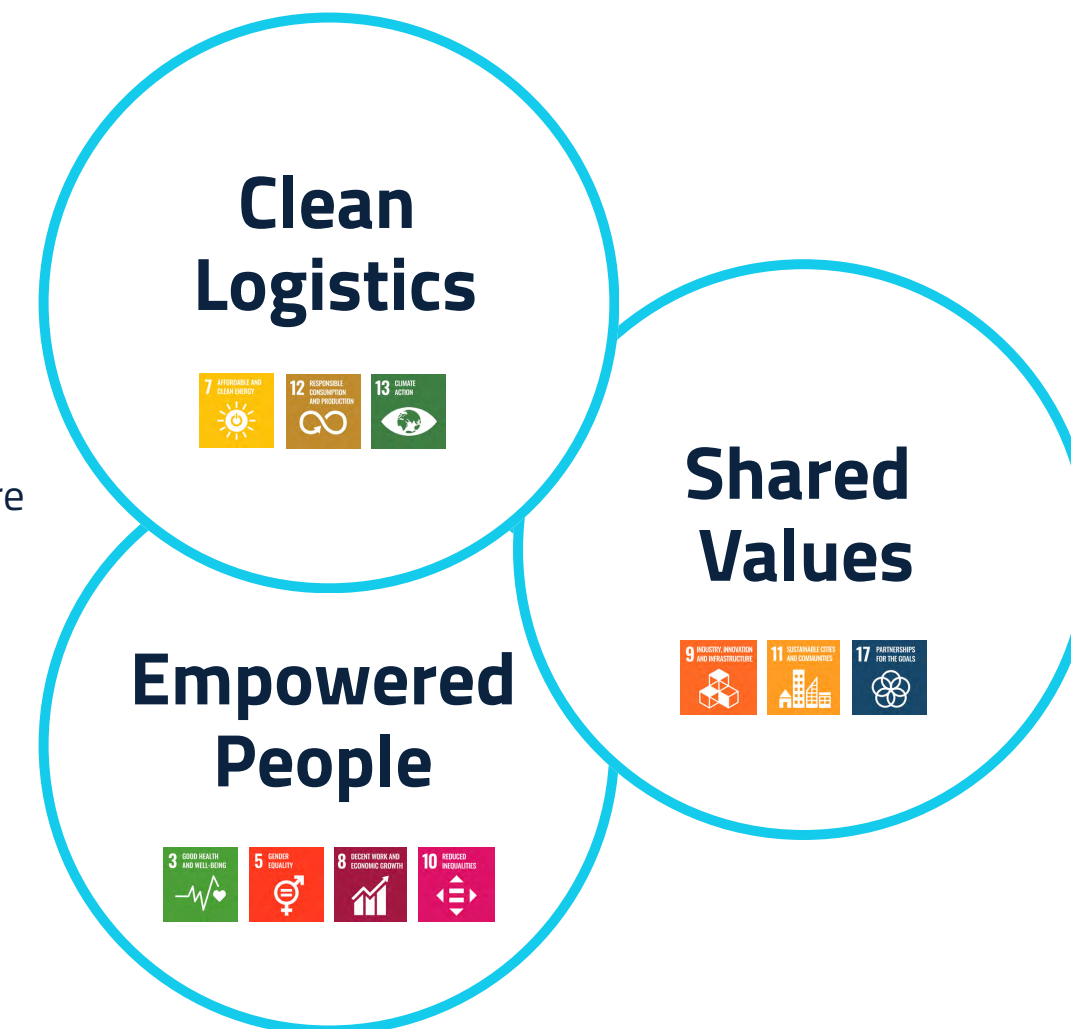
Improving lives by supporting growth, well-being, and opportunity. Empowered People reflects our belief that a resilient supply chain begins with a strong, supported workforce. At OIA, we foster an environment where employees can grow, contribute, and succeed. We focus on equal opportunity hiring, employee development, and workplace well-being.

Shared Values

Creating sustained customer value and improving supply chain resiliency.



Shared Values are brought to life through strong partnerships, community building, and internal alignment. We are co-creating solutions with key customers and suppliers to advance our ESG goals, while also driving internal campaigns to foster awareness, engagement, and collective ownership of our sustainability commitments.



Our Sustainability Framework

Principles & Priorities

United Nations Sustainable Development Goals (SDGs)



International Standards

Global Reporting Initiative (GRI)



Performance Assessment Tools & Ratings



"Sustainability is not just a trend for OIA, it's a business imperative. We are implementing a robust sustainability framework based on international standards. This is important to our customers because it ensures the quality and reliability of our products and services while minimizing our impact on the environment. We are committed to transparency and will measure our progress according to internationally recognized assessments, driving continuous improvements in our sustainability performance. We expect to deliver results, and we will. Your continued trust is our priority."

- **Brandon Ruggles, Chief Operating Officer (COO)**

Standards, Performance Assessment Tools & Ratings

We are committed to measuring and reporting our sustainability performance against recognized international standards.

This page outlines the key frameworks and partnerships that guide our efforts and ensure the integrity of our data. Click each logo to learn more about that specific organization.

Science Based Targets Initiative

The SBTi framework requires a minimum ~42% reduction in Scope 1+2 emissions for 1.5°C alignment. OIA is currently in the [target development](#) and validation process.

Global Reporting Initiative

The Global Reporting Initiative's (GRI) [sustainability reporting standards](#) help organizations increase transparency and communicate their sustainability impacts. This independent and nonprofit organization remains one of the most common globally, used by 14,000+ organizations in over 100 countries.

EcoVadis

[EcoVadis](#) is a globally trusted provider of business sustainability ratings with a network of 150,000+ rated companies. The EcoVadis platform helps companies manage ESG risk and compliance, meet corporate sustainability goals, and drive initiatives at scale, guiding improvements in sustainability performance throughout each company's value chain. We continue to work with our customers on their EcoVadis scorecard requirements, and we're currently working to raise our score.

Carbon Disclosure Project

[CDP](#) is a global non-profit that runs the world's only independent environmental disclosure system for private companies, capital markets, cities, states, and regions—groups representing almost two-thirds of global market capitalization. OIA provides disclosures and obtains ratings as required by some of our key clients.



We participate in these frameworks; disclosures are shared with customers as required.
For inquiries: sustainability@oiaglobal.com

Governance Structure

Our governance board provides oversight and direction for the internal framework that drives our ESG initiatives. This includes managing risks, identifying opportunities, ensuring accountability, and embedding ESG into everyday business practices. By combining top-down commitment with bottom-up engagement, we are building a foundation for lasting, meaningful change.

Our governance documents are available upon request via sustainability@oiaglobal.com.

- [Compliance to GRI standards](#)
- Code of Conduct
- OIA Supplier Code of Conduct



Clean Logistics

This section details OIA's baseline metrics and reporting methodologies throughout the supply chain, as well as emissions reduction strategies and opportunities for future refinement.

OIA's approach integrates baseline tracking with forward-looking strategies that enable both internal operations teams and external customers to make measurable progress toward a low-carbon future.

Through OIA Connect, our proprietary supply chain visibility tool, we provide advanced carbon reporting, which helps customers identify opportunities for continuous improvement.

Clean Logistics



Shared Values



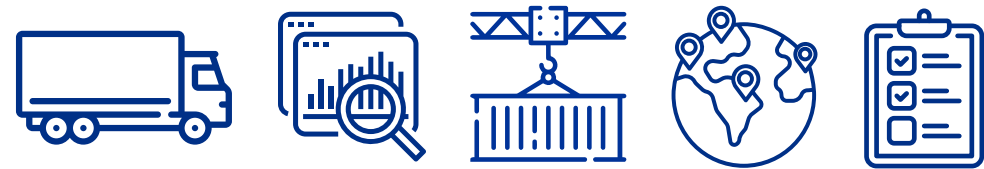
Empowered People



Emissions Reporting



Understanding greenhouse gas (GHG) emissions is a critical step in minimizing our environmental impact and contributing to a more sustainable future. We track emissions across our operations, with a particular focus on Scope 3, which represents the largest portion of our footprint as we are a non-asset-based supply chain management company. Scope 3 emissions encompass the indirect emissions from our extensive logistics network.



Scope 1

Direct emissions from owned or controlled sources.

Scope 2

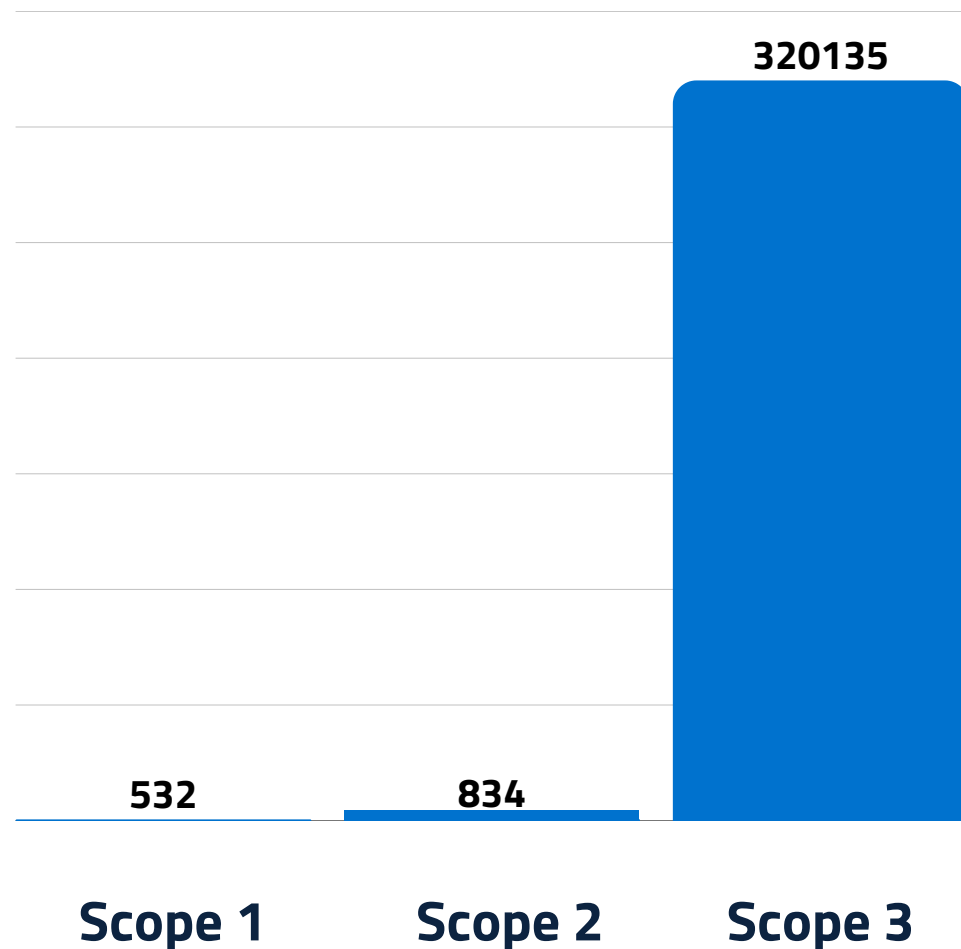
Indirect emissions from the generation of purchased energy.

Scope 3

All other indirect emissions (excluding Scope 2) that occur in our value chain, both upstream and downstream.

- Importantly, OIA Global's Scope 3 carbon reporting is done "well-to-wheel," meaning the measurements reflect all aspects of the supply chain, including emissions related to fuel production, processing, distribution, and use. This comprehensive approach allows us to identify key areas for improvement and collaborate with our partners to reduce our collective impact.

OIA Global is committed to working with suppliers and customers to reduce emissions across our entire value chain, creating a more sustainable future, together.



2025 GHG Footprint

321,501 MT



Scope 1



Scope 1 Analysis / Methodology

Reporting Period: Jan. 1st - Dec. 31st, 2025

GRI 305-1 | Direct Greenhouse Gas (GHG) Emissions

Total Emissions: 532 metric tons CO₂e

In 2025, our operations generated 532 metric tons of Scope 1 emissions, which represent direct GHG emissions from sources that are owned or controlled by the company. These include emissions from fuel combustion in company-owned vehicles, forklifts, on-site generators, and other operational equipment.

Emissions are expressed in carbon dioxide equivalents (CO₂e), covering CO₂, CH₄, and N₂O, calculated using IPCC AR5 100-year global warming potentials.

Data was collected from actual fuel usage records and calculated using emission factors aligned with the GHG Protocol and GRI 305-1 standard. Scope 1 performance reflects our efforts to improve operational efficiency and reduce reliance on fossil fuels across owned assets.

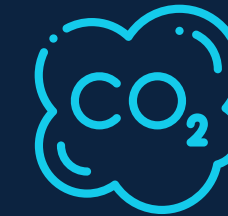
We are working to further lower Scope 1 emissions by:

- Transitioning to low-emission or electric vehicles
- Upgrading to more energy-efficient equipment
- Reducing on-site fuel use whenever feasible

2025 Car GHG Emissions (Metric Tons)

Gas	486 MT
Hybrid	18 MT
Electric	28 MT
Total	532 MT

2025 Actual



532 MT

Total maximum estimated emissions in metric tons

Type CO₂ per year (pounds) CO₂ per mile (grams)

Type	CO ₂ per year (pounds)	CO ₂ per mile (grams)
Gas	12,594 lbs	400 g
Hybrid	6,898 lbs	220 g
Electric	2,727 lbs	88 g

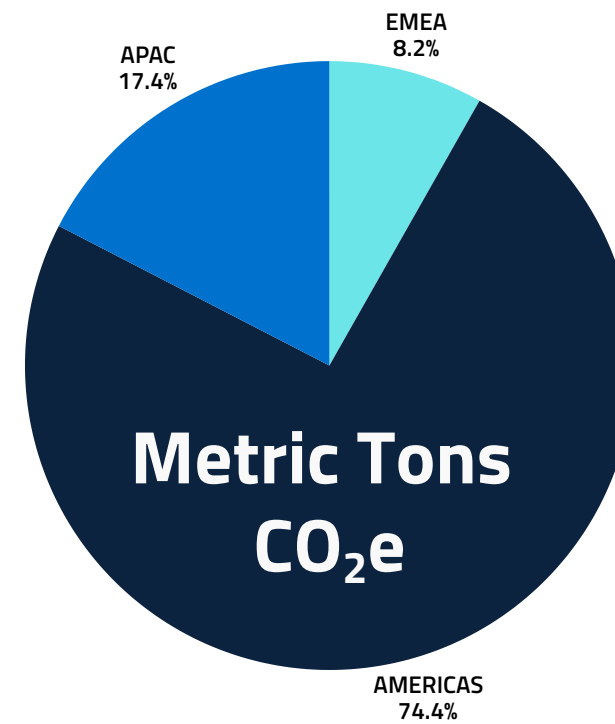
Scope 2



Purchased Electricity		
REGION	kWh	MT
AMERICAS	1,576,244	620
EMEA	173,696	68
APAC	368,725.8	145
TOTAL	2,118,666	834

EPA Calculator

OIA's calculations leverage the U.S. Environmental Protection Agency's (EPA) [greenhouse gas equivalencies calculator](#). To align with changes in the U.S. electrical grid, the EPA's metrics are updated annually to reflect the average CO₂ emissions per kilowatt-hour (kWh) used by utility-scale electric power plants.



Scope 2 Analysis / Methodology

Reporting Period: Jan. 1st - Dec. 31st, 2025

GRI 305-2 | Energy Indirect Greenhouse Gas (GHG) Emissions

Total Emissions: 834 metric tons CO₂e

In 2025, our Scope 2 emissions totaled 834 metric tons of CO₂e, representing indirect GHG emissions from the consumption of purchased electricity across our offices, warehouses, and operations facilities.

These emissions are calculated using a location-based method, which applies regional grid emission factors to our energy consumption, following GRI 305-2 guidance. Where available, we used actual electricity usage data from utility bills. All values are reported in CO₂ equivalents, including CO₂, CH₄, and N₂O, based on IPCC AR5 factors.

We are working to reduce our Scope 2 emissions by:

- Increasing procurement of renewable electricity
- Conducting energy efficiency audits at key sites



Scope 3

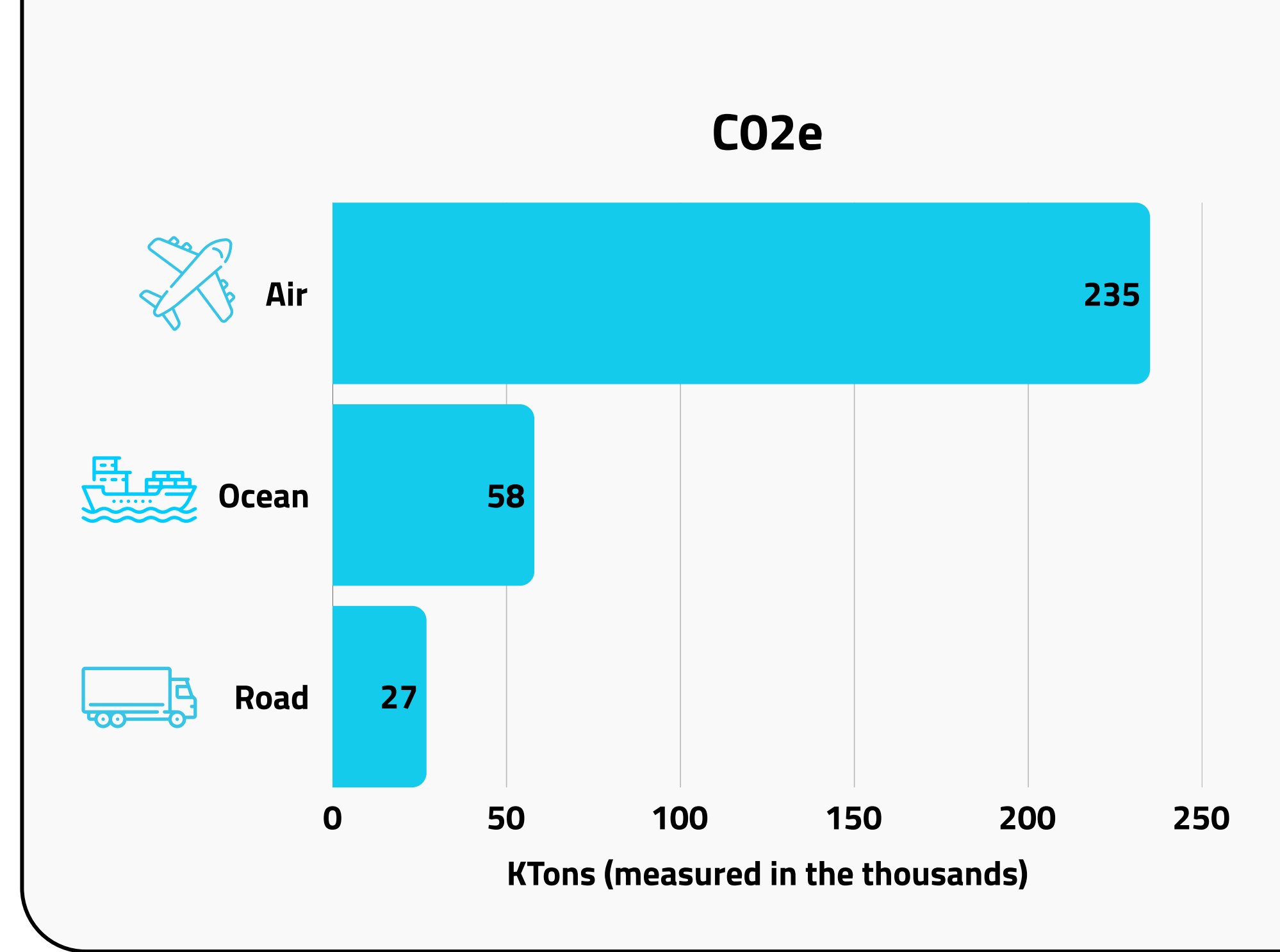


Reporting Period: Jan. 1st - Dec. 31st, 2025
GRI 305-3 | Scope 3: Other Indirect Emissions
Category 4: Upstream Transportation and Distribution

In 2025, we moved 124,000 shipments through third-party logistics providers, resulting in total Scope 3 transport emissions of 320,000MT CO₂e. This translates to an average of 2.58 MT CO₂e per shipment, reflecting our commitment to low-impact logistics.

Emissions were calculated using EcoTransIT World v4.0, in full alignment with ISO 14083 and the GLEC Framework. This methodology ensures a consistent, transparent calculation based on shipment-specific data such as distance, weight, mode, fuel type, and load factor. These emissions include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O), converted to CO₂e using IPCC AR5 100-year global warming potentials.

Our performance reiterates the importance of our emissions management practices, which include shipment consolidations, route optimizations, and modal shifts. Managing Scope 3 logistics emissions remains a key pillar of our broader climate strategy.



Scope 3 Reduction: Reduce Air & Ocean Emissions Per Shipment



“Our company is committed to proactively addressing climate change by significantly reducing greenhouse gas (GHG) emissions across all operational scopes. Our approach aligns with the Global Reporting Initiative’s (GRI) standards and directly supports the United Nations Sustainable Development Goals (SDGs), notably SDG 13 (Climate Action), SDG 7 (Affordable & Clean Energy), and SDG 12 (Responsible Consumption & Production).”

- Dale Pearce, Head of Global Products, Ocean & Air

KEY INITIATIVES

Sustainable Supplier Partnerships

Identify and collaborate with airlines, ocean carriers, and trucking companies that prioritize sustainability in their operations; for example, investing in fuel-efficient carriers or investing in sustainable fuel alternatives.

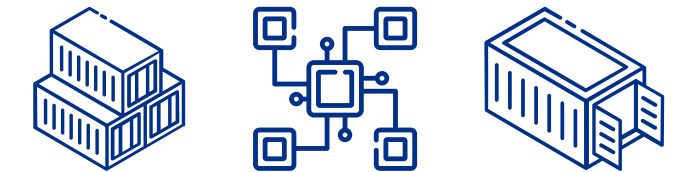


Green Fuel Alternatives

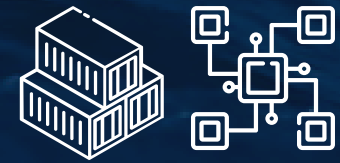
- Explore offerings for ‘green rates’ in tenders for interested companies.
- Utilize sustainable aviation fuel (SAF) and support green advancements in ocean shipping.
- Provide green fuel alternatives and related service rates for air, ocean, and ground freight.
- Support carriers with green technology or those with high investments in green fuels.

Shipment Consolidations

Consolidate multiple shipments into fewer, larger loads to optimize transportation, reduce the number of individual flights, and improve overall logistics efficiency.



Scope 3 Reduction: Shipment Consolidations



Ocean Shipment Consolidations

Given OIA's size, the company's ocean product consolidation network is robust, especially when comparing it against many larger competitors. These consolidation services allow OIA to provide cost-effective logistics solutions while also reducing customers' supply chain emissions:

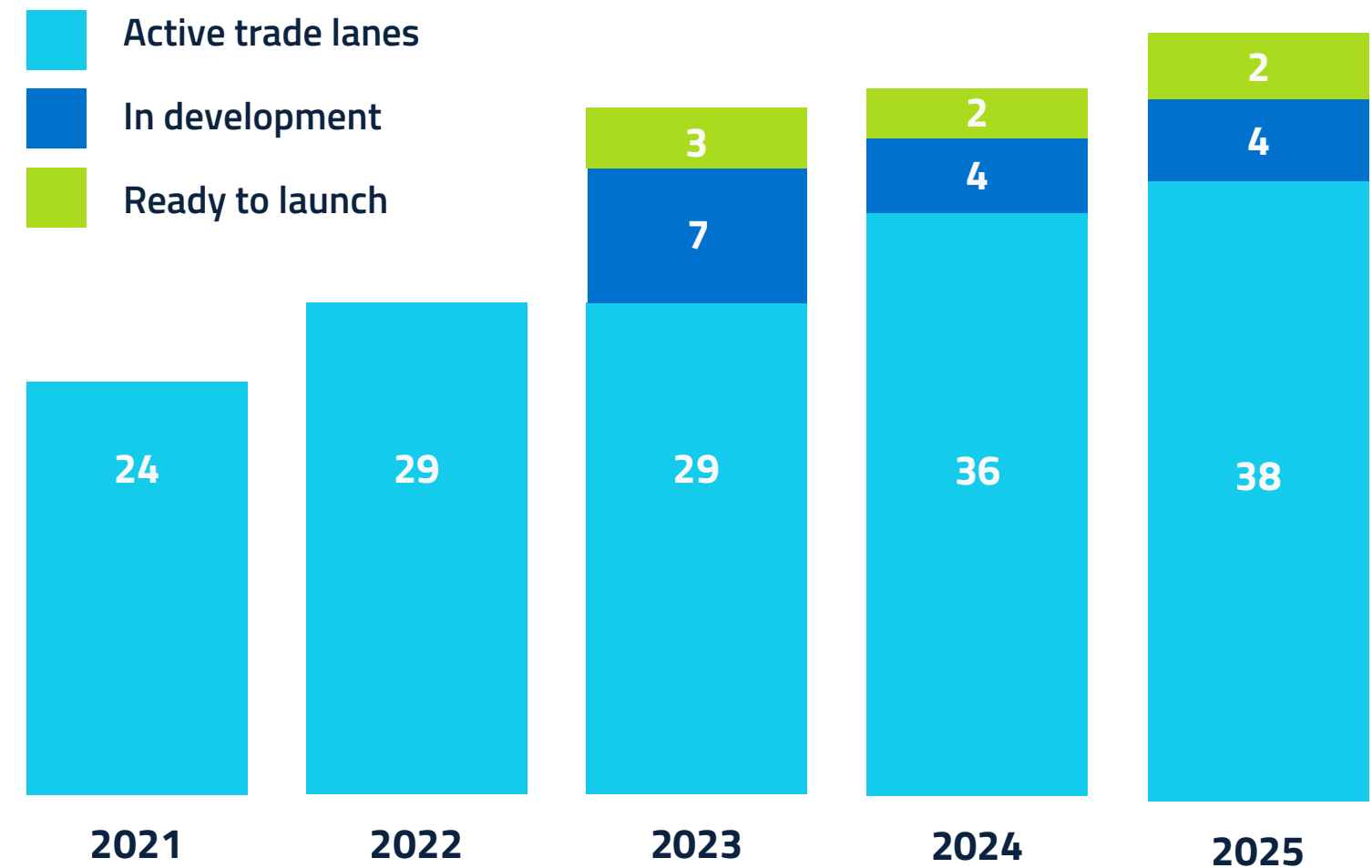
- Owned consolidation services
- Buyer's consolidations
- Shipper's consolidations



Network Expansion

OIA's ocean product team is actively expanding its consolidation network, and this remains an ongoing initiative across all three regions.

Trade Lane Growth



Scope 3 Reduction: Packaging Optimization

OIA's award-winning packaging solutions team guides customers from concept to supply-chain-ready product packaging. Thoughtful packaging design can reduce material waste, support customer sustainability goals, and lower transportation impact.

These examples represent past and ongoing initiatives for a leading global sports brand.



Eliminating Plastics

Shoe Coating

Polypropylene coating was replaced with a proprietary water-based coating in March 2021. Since then, over 1.3 million footwear boxes have been produced under the new specification, eliminating plastic from the marketplace and downstream waste cycles.

Footwear Tray & Lid

Redesigned as a clamshell structure using reduced fiber and a water-based coating. 4.8 million boxes of combined plastic volume have been kept out of the market.

Inner Boxes

Switched to a resilient, recyclable water-based coating in July 2020, with more than 2.3 million boxes produced since implementation. The metal grommets on the customizable inner boxes were subsequently replaced with paper ones, enhancing curbside recyclability.

Shoe Wrap

The previous plastic shoe wrap was replaced with paper tissue, eliminating more than 4.4 million sheets of plastic.

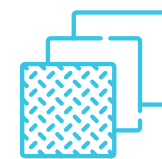
Shoelace Packaging

Plastic bags were replaced by folding carton boxes, with more than 19 million units delivered to date.



"Our organization commits to sustainable practices in our packaging and raw materials business segments, aligned with the Global Reporting Initiative's (GRI) standards to minimize environmental impacts and promote responsible resource usage."

- **Todd Earls, Chief Supply Chain Officer (CSCO)**



Fiber Reduction

Master Outer Carton (MOC)

OIA introduced a lighter-weight MOC, which now constitutes the majority of carton volume. Lightweight MOC SKUs are customer-selected and available for requested sizes.



Corporate Box Wrapping

Implemented lighter-weight wrapping tissue as an alternative to custom specialty tissues. The lightweight option is available for any box size.



Fiber reduction is measured per SKU against prior specifications.

OIA Connect is an award-winning, end-to-end track-and-trace tool that allows customers to access real-time data on shipments, suppliers, carriers, and customs authorities.

Scope 3 Reduction: Helping Customers with Carbon Emissions via Reporting & Analytics

OIA Connect's Carbon Emissions Report provides our customers with detailed emissions data that's aligned with international sustainability standards, including EcoVadis, SBTi, and CDP. The report includes advanced analytics such as Distance and Mode Analysis, as well as Target vs. Baseline projections and performance tracking—enabling customers to monitor progress toward their goals.



Video Tutorial



Distance Analysis

- Establish parameters based on the unique supply chain network
- Advanced filtering to show the most relevant operations data
 - Extract critical data points from key origins/destinations
 - Filter by transport mode
 - Interactive map view

CO₂e Target Tracking

- Baseline metrics guide future strategies and address critical gaps
- Advanced filtering for transport modes, timeframes, and emissions reduction targets

Data Table

- Export data and share it with colleagues



Empowered People

OIA Global empowers employees by investing in growth, support, and opportunities to thrive. This includes learning and development programs, wellbeing and safety initiatives, and an employee engagement practice focused on continuous and sustainable improvement of the employee experience.

Clean Logistics



Shared Values



Empowered People



Our Workforce



1,200+

Employees

60+

Offices

30

Countries

6

Average Tenure

At OIA Global, our workforce and engagement data reflect the inclusive culture we continue to build through fair and equitable practices. We remain committed to investing in a workplace where employees feel valued, safe, empowered, and respected.

Employee Demographics

OIA Global, as an organization, is proud to have strong representation by women in the workforce—51% women, 40% men, 9% undisclosed—and we remain committed to advancing gender equity across all groups: Individual Contributors, Managers, and Leadership. Our demographics reflect what we see in the industry. According to a 2024 Women in Supply Chain survey by Gartner, women now represent 40% of the supply chain workforce and 36% of frontline employees in the industry.

Employee Engagement Survey

Employee feedback is collected through a 43-question survey covering a broad range of topics, facilitated by our third-party survey partner, Quantum Workplace. After quantitative results are reviewed, we host focus groups to collect qualitative feedback, which helps us better understand the results and identify effective actions to improve the employee experience. In the last five years, we have completed over 30 Global Action Plans that have led to improved communications, benefits, training, compensation, and recognition.

In November 2025, OIA Global conducted a pulse survey between Employee Engagement Surveys to assess whether Global Action Plans are contributing to improvements in employee engagement. We were pleased to see a 2-9% improvement in favorability across all four questions in the survey. Themes included recognition (up 3.6%), wellbeing (up 4.3%), understanding change (up 2.6%), and sharing survey results (up 9.7%). With this positive feedback, we know we are heading in the right direction with our current Global Action Plans.



- Ingrid Pablo, Chief People Officer (CPO)

Individual Contributors

61% women; 39% men



Managers

44% women; 47% men; 9% undisclosed

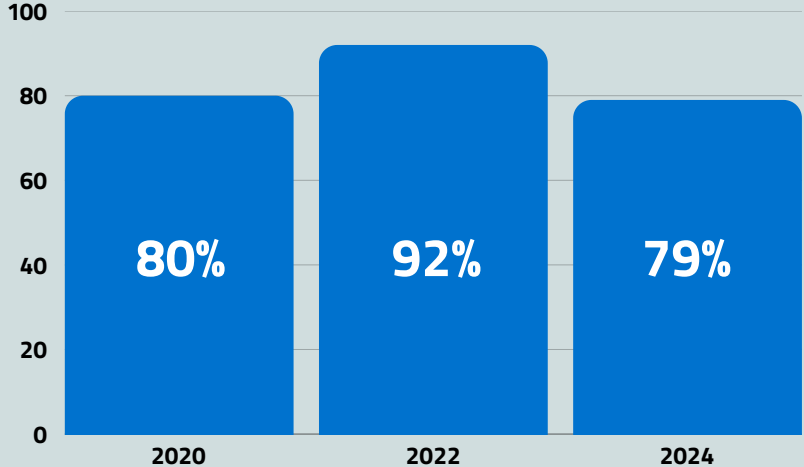


Leadership

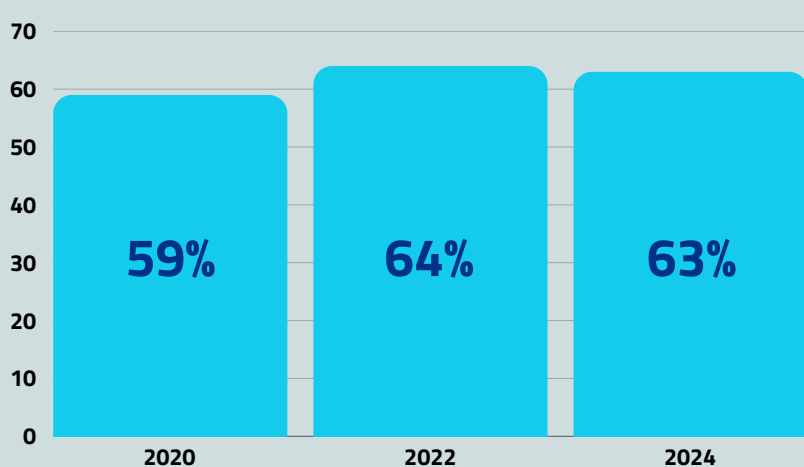
31% women; 69% men



Survey Response Rates



Survey Favorability





More than just movement

A partner in your peace of mind.

Across freight forwarding, packaging, 4PL orchestration, and materials management, our people take it from start to finish. Whether managing one part of the chain or coordinating end-to-end. Supported by advanced technology that's built for clarity and efficiency, we make better decisions and offer greater transparency at every step.

[Watch Video](#)

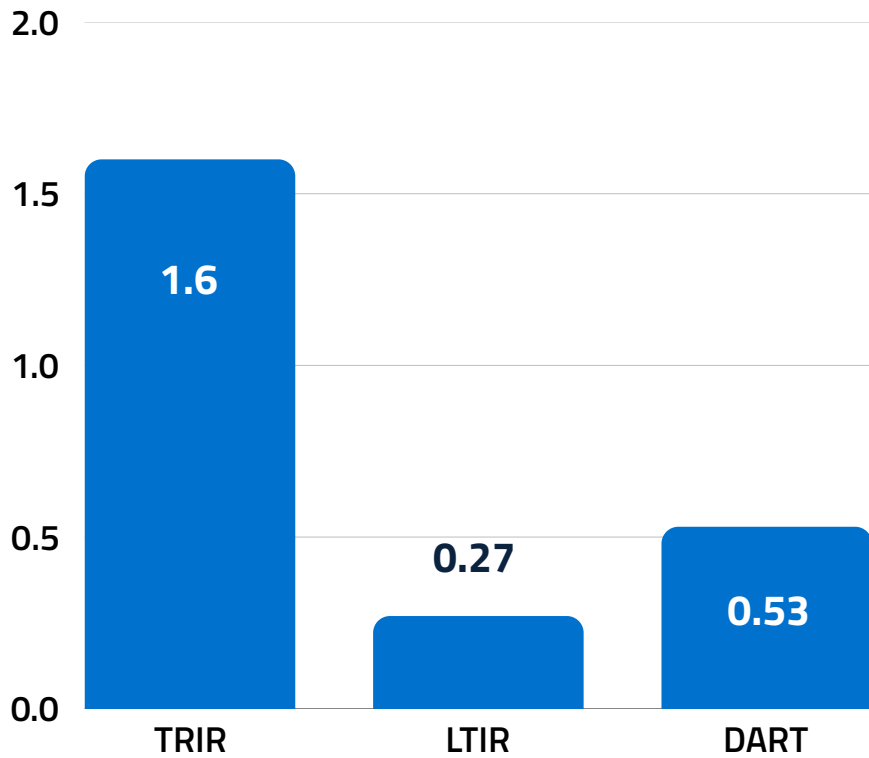


Health & Safety Metrics



- OIA outperformed the industry standard across all [Occupational Safety & Health Administration](#) (OSHA) metrics.
- LTIR stood at 0.27, indicating minimal lost time due to injuries, a notable achievement compared to the 2.0 industry standard.

A continued focus on hazard prevention and employee engagement will be critical to maintaining this performance.



Lost Time Incident Rate (LTIR)

Industry standard: 2.0

Days Away, Restricted, or Transferred Rate (DART)

Industry standard: 2.0

Total Recordable incident rate (TRIR)

Industry standard: 3.0





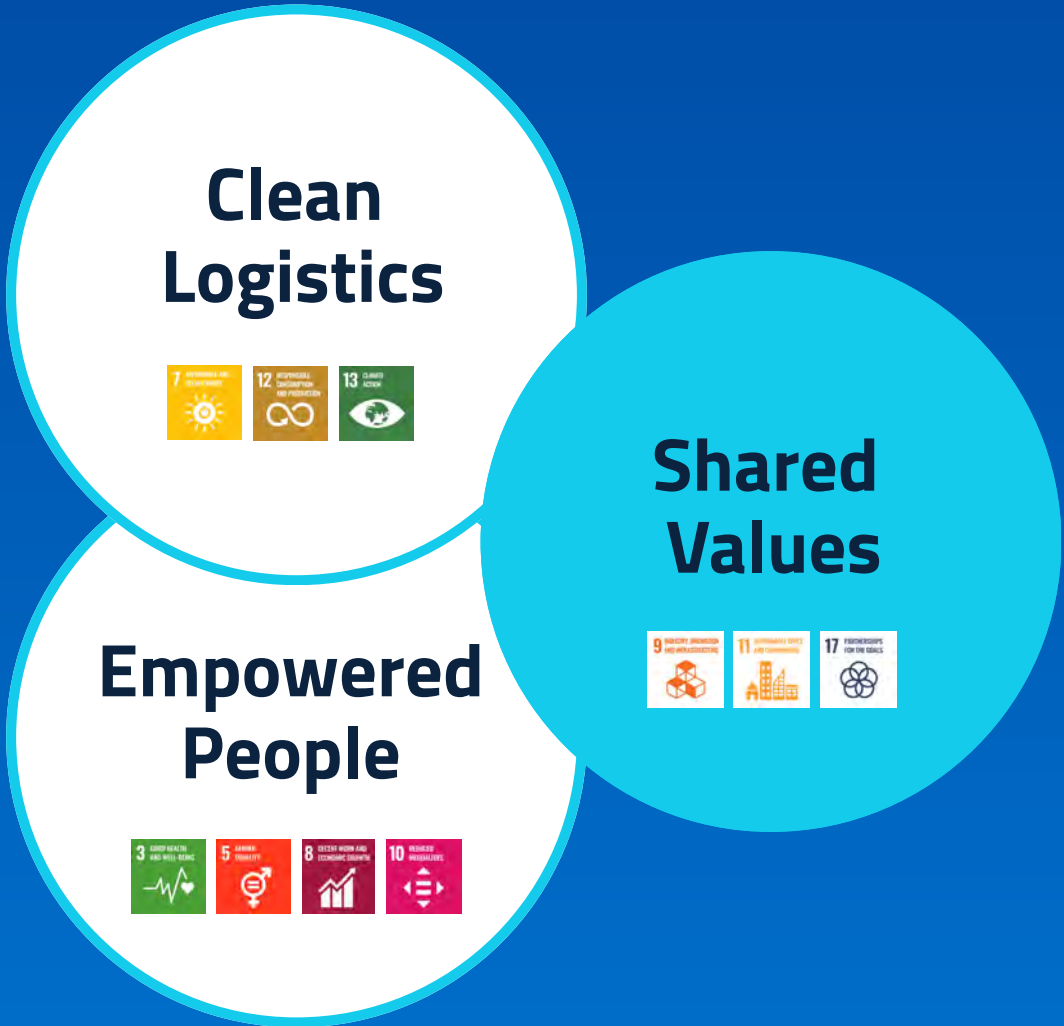
Employee Appreciation Week

Every year OIA dedicates a full week to celebrating its employees. Different teams gather for in-person celebrations and individuals are recognized company wide via peer-nominated awards.



Shared Values

We bring our values to life through customer collaborations, innovative supply chain solutions, and community engagement. From customer case studies to social responsibility initiatives, this section shows how shared purpose can make a positive impact in different communities and create progress across different supply chains.



Case Study: Transforming Retail Logistics with the Fabric-to-Garment Device



This case study highlights how OIA designed a proprietary fabric-to-garment (F2G) device in collaboration with customers, enabling more sustainable storage and transportation of garments-on-hanger (GOH) products.

Challenge

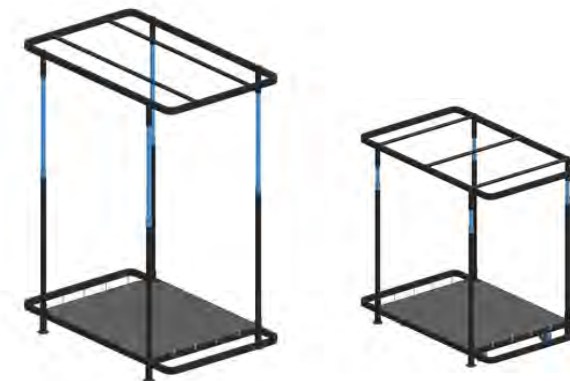
Leading fashion and lifestyle brands faced limitations with traditional Garment-On-Hanger (GOH) container loading, which typically allowed only 1,800–2,300 garments per 40' container. Manual loading and unloading added labor time, costs, and increased emissions at distribution centers. Customers sought a scalable, more sustainable solution that could improve logistics efficiency without compromising product care.

Solution

OIA co-developed a proprietary F2G device in close collaboration with customers. The F2G design increased garment capacity, allowing for mechanical handling (via forklift or pallet jack), and ensured compatibility with air freight unit load devices (ULDs), offering multi-modal versatility.

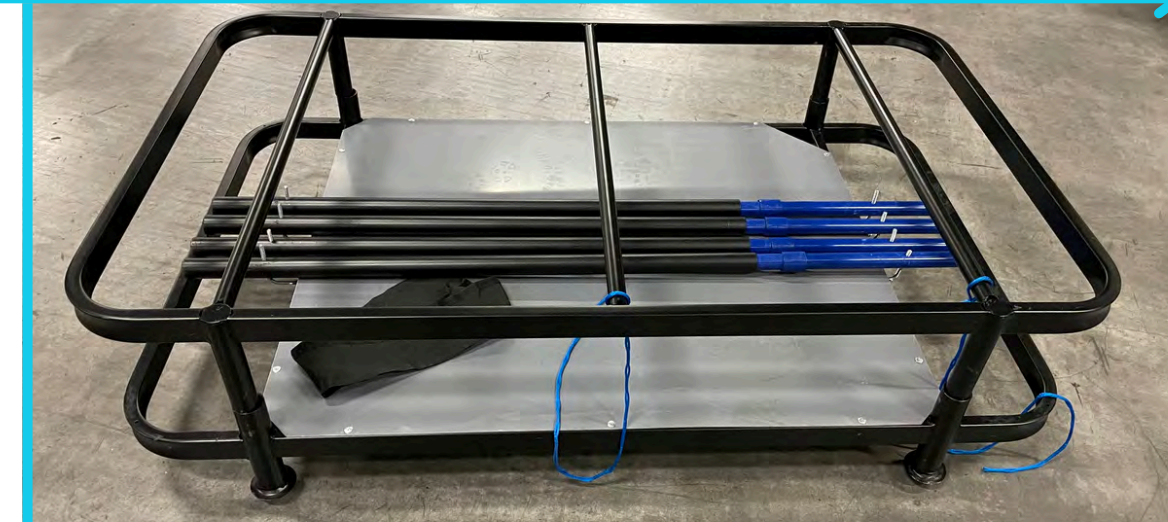
Impact

- Up to 4,800 garments per 40' container—more than doubling the capacity
- ~65% more loadability compared to standard solutions
- ~40% transportation cost savings per unit
- Significant labor reduction (forklift unloading)
- Lower carbon footprint due to fewer used containers and trucks



The F2G device represents a scalable innovation for customers across premium fashion, fast fashion, bridal wear, and activewear sectors—delivering measurable gains in both sustainability and operational performance.

[Watch Video](#)



Case Study: Co-Creating Smarter Packaging with a Leading Outdoor Apparel Brand



This case study highlights how we helped a leading outdoor apparel brand reduce waste and cost via redesigned packaging.

Challenge

A global outdoor and adventure apparel brand needed to improve packaging durability and reduce unused space within each container—without compromising product protection or operational costs. Traditional cartons were inefficiently sized, leading to excess packaging waste, low container utilization, and higher transportation emissions.

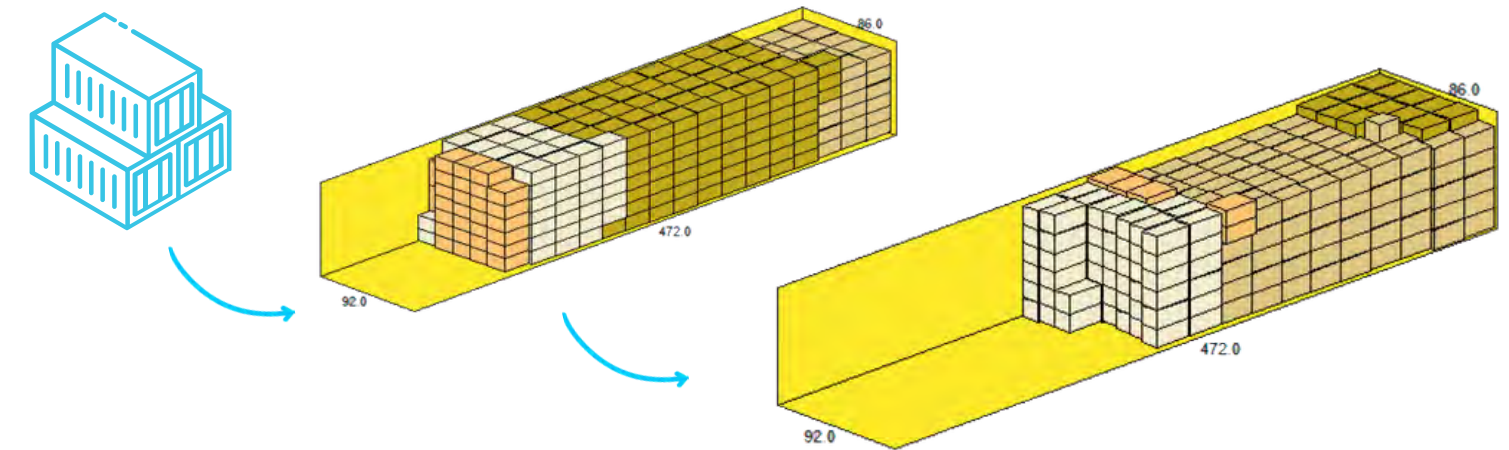
Solution

OIA's packaging solutions team partnered with Asian paper mills to co-develop a custom-engineered "Opti-box." The solution featured stronger wall liners, reduced external dimensions, and a tighter product-to-carton fit. Advanced carbon reporting metrics were also provided for fiber, paper, and packaging components to support the customer's sustainability goals.

Impact

- 51% increase in units per CBM (706 vs. 468 units/m³)
- 25% reduction in total boxes required, saving 20,500 cartons
- Reduced container space from 43.8 m³ to 29.0 m³
- \$0.021 savings per unit shipped, resulting in lower freight costs
- Lowered GHG emissions through fewer used containers and trucks

This pilot is now being expanded into a full-suite packaging redesign across the customer's global network—demonstrating how sustainability and cost-efficiency can be achieved simultaneously.



Carton optimization yielded better product containment and improved product densities per carton, saving 20,500 boxes and reducing each container's used space from 43.8 m³ to 29.0 m³.

OIA can analyze a supply chain to identify immediate ESG opportunities and take advantage of them within 2-3 months. Subsequent phases, such as redesigning a full carton suite, may take longer but will provide even greater, longer-lasting supply chain efficiencies. Network support for carton optimization remains robust.



Fewer trucks = less GHG emissions



Fewer containers = Improved cost per unit from origin to destination. Transportation savings per unit measured \$0.021.

Social Responsibility Stories

Throughout the year, our teams around the world have engaged with their local communities to support a variety of social causes. These are just a few of the many meaningful initiatives.



Supporting a Local Children's Home

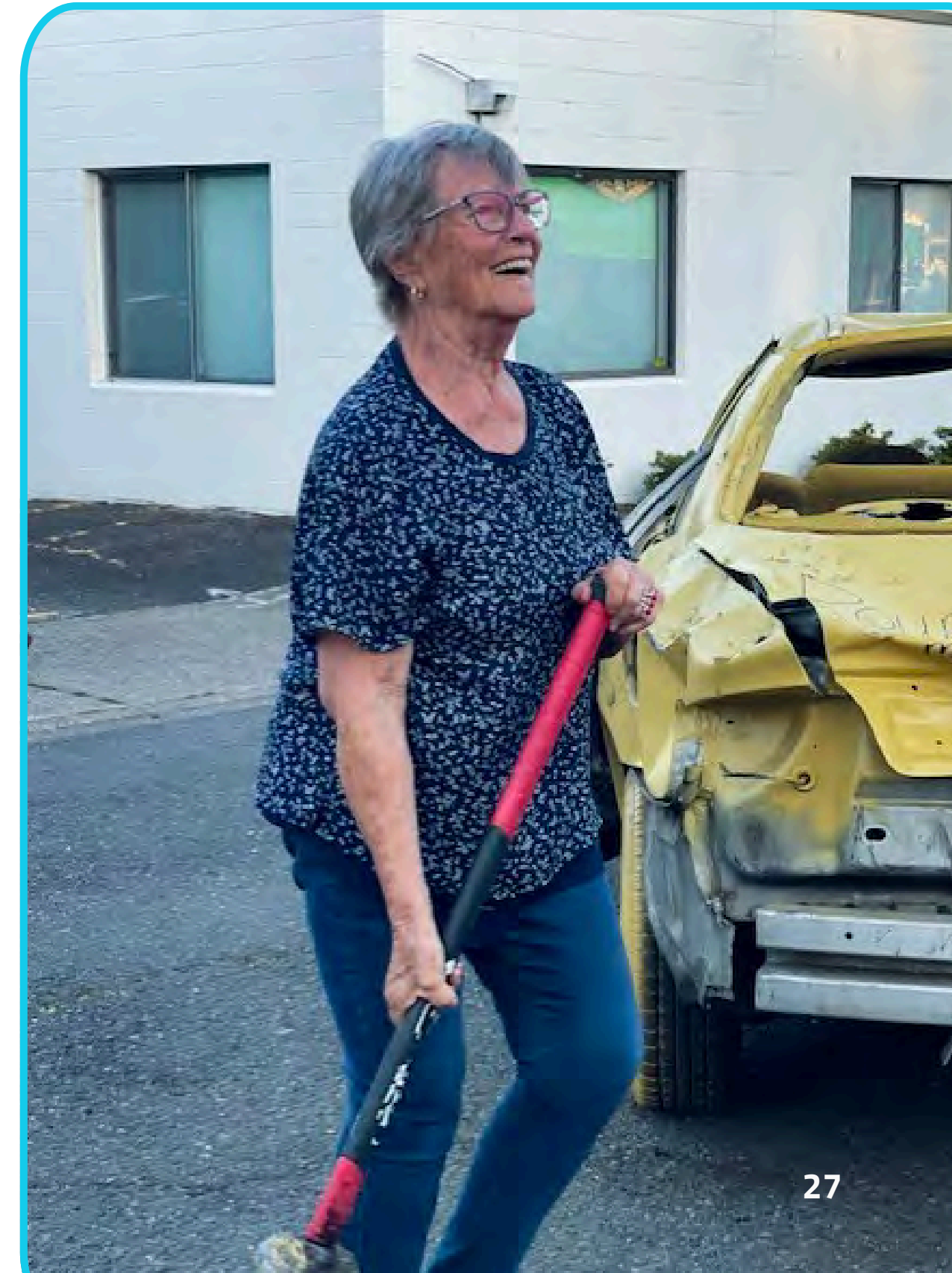
Michelle Carvalho, Regional HR Director-APAC, organized a community outreach project in Batam, Indonesia, to support a local children's home. The project impacted 78 children (age 7-15), giving them a day of meaningful engagement with practical support:

- Volunteers set up a small library with age-appropriate books to encourage reading and learning.
- Different stations where children could produce art, create balloons, play football, or play games to win small prizes.
- McDonald's lunch for all

A total of USD \$3,420 was raised, which was then used to purchase school supplies—bags, shoes, and other essential items—for the children and the facility.



Social Responsibility Stories



Pound for Hunger

Each year Toni Smiley, Account Manager-Packaging Design, and her neighbors decorate several scrapped vehicles for a "Pound for Hunger." Attendees get to smash for a cause, with the event featuring games, raffles, and prizes for the community.

All proceeds of this fundraiser go to the [North County Food Bank](#) to assist those in need. The food bank already serves hundreds throughout the community each week, but this event is specifically to raise extra money that hasn't been donated. Cars also sometimes honor loved ones who have passed away, as shown in the photos.





Next Steps: Looking Ahead

At OIA Global, our ESG strategy is not a one-time report—it's an evolving journey. As we move from reflection to action, the following information outlines our next steps across each of the three core pillars.

Clean Logistics: Scaling Impact Through Smarter Supply Chains

We will build on past achievements by deepening emissions accountability, enhancing vendor engagement, and accelerating the adoption of sustainable logistics solutions.

- Refine Scope 3 measurement capabilities and establish targets.
- Expand consolidation networks across key trade lanes, reducing emissions per unit shipped.
- Scale green fuel partnerships and increase the share of shipments under green procurement.
- Standardize packaging optimization practices across different customer segments.
- Enhance real-time emissions tools through investment and customer training.

Empowered People: Advancing Inclusion and Workforce Equity

OIA will continue to invest in policies and people that foster a culture of belonging. We are also prioritizing leadership development at all levels.

- Advance gender parity in management roles and improve demographic transparency.
- Expand mental health and well-being programs for employees.
- Build inclusive training and feedback loops to ensure everyone's voice is heard.

Together, We Do Sustainability

Moving forward, we will prioritize deepened integration, innovation, and accountability. Every function, region, and partner plays a role in transforming sustainability from ambition to action. With your collaboration and continued leadership, we are ready to raise the bar even higher.

Shared Values: Growing Together With Purpose

We will deepen partnerships with customers, communities, and employees to deliver shared ESG value.

- Broaden solutions and co-design strategies with key customers to reduce their environmental impact.
- Expand community outreach programs, with a focus on climate resilience and local revitalization.
- Celebrate and share impactful stories across internal and external platforms to inspire engagement.





Contributors

Since 1988, OIA Global has grown to become a world leader in supply chain management by delivering creative end-to-end solutions with an industry-leading customer experience. Unlike many other logistics companies, OIA Global goes beyond logistics management to offer 4PL supply chain orchestration, customized contract logistics (warehousing and distribution) services, innovative packaging solutions, raw materials management, and several advanced technology solutions, such as shipment track and trace platforms and inventory management tools.

OIA's team build and maintain strong relationships, creating customized solutions and maintaining expertise in several key industries: electronics, energy, healthcare, industrial, and retail & lifestyle.

OIA Global's headquarters are in Portland, Oregon, USA, where the company was founded in 1988. Its extensive footprint spans 30 countries, encompassing 60+ owned offices and a team of over 1,200 professionals. For more information, please visit oiaglobal.com.



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Feedback

We encourage you to share any questions, comments, or suggestions you may have regarding this report or OIA's sustainability initiatives.

Please send any feedback to sustainability@oiaglobal.com.

Resources

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