



2025

Overhaul ESG Report Commitment to Sustainability in the Supply Chain & Logistics Industry

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2025 at a Glance

At Overhaul, we are doing more than making commitments and creating plans. We are taking action to drive sustainability and improve year on year. Some of our 2025 highlights include:

Employee Health & Wellbeing:

- Expanded Employee Assistance Programs in the US, Brazil, and Mexico, with increased engagement and new support resources.

Diversity & Inclusion:

- Ongoing support for LGBTQ+ employees with the addition of a new Slack channel and Pride Month celebrations.
- Celebrated Black History Month and Pacific Islander/Asian Heritage Month, hosting events and activities that honored cultural contributions, promoted awareness, and fostered an inclusive workplace.

Sustainability & Waste Reduction:

- Sustainable packaging: Introduced eco-friendly, streamlined packing slip envelopes.
- Waste management improvements: Composting in Ireland, increased recycling in Austin, reusable cups in Brazil, and continued waste separation in Mexico and Prague.
- Community engagement: Brazil office supports animal welfare through bottle cap and can tab collection.

Energy & Environmental Stewardship:

- First baseline year for GHG emissions tracking in Austin office.
- Responsible hardware lifecycle: Certified e-waste recycling program participation.

Supplier Sustainability:

- Updated Supplier Code of Conduct, to support compliance and drive positive environmental impact throughout the supply chain.

Digital Stewardship & Governance:

- SOC 2 Type 2 certification for strong cybersecurity and data privacy.
- Introduced an AI policy for ethical, transparent, and responsible technology use.

Community Impact:

- Global teams supported multiple initiatives within their communities such as Lace Up Detroit, 100k in 30 days, with donations to charities.

Green Team:

- Launched our voluntary Green Team which engages employees in sustainability initiatives, promoting energy efficiency, waste reduction, and environmentally responsible practices across the organization.



Introduction





Who are we:

Overhaul is the global leader of in-transit risk management and intelligence, safeguarding shippers and 3PLs against theft, delays, damage, and spoilage during transit. With a mission to revolutionise the transportation industry by providing innovative solutions that prioritize sustainability and efficiency, Overhaul is dedicated to reducing carbon emissions, promoting employee well-being, and enhancing supply chain transparency.

500,000

devices shipped

458,558

shipments tracked

41

We shipped to 41 countries

170

number of countries in which Overhaul manages shipments

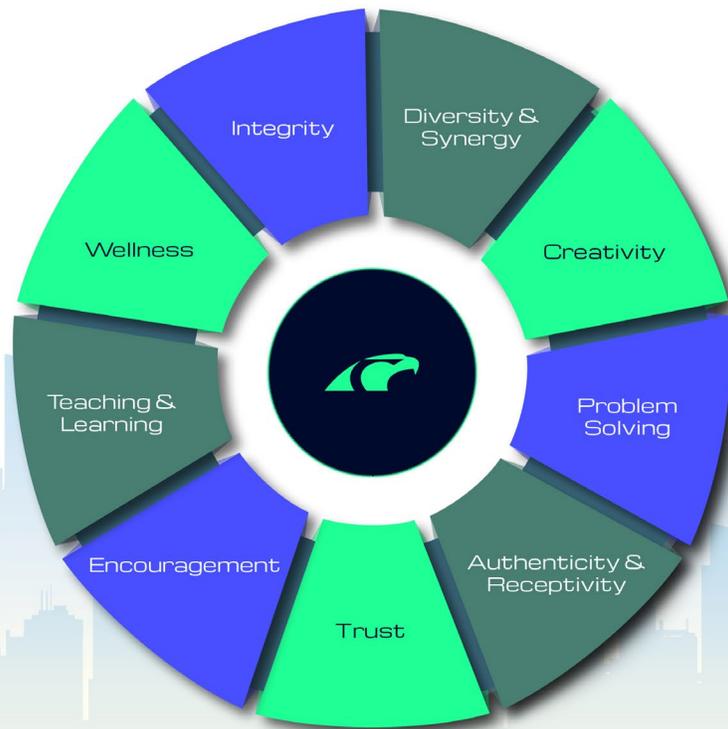
1,500

unique customer origins in 2024

\$1.0T

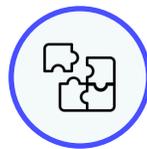
total value of cargo moving on the Overhaul platform in 2024





Innovation

Constantly striving to introduce cutting-edge solutions to enhance efficiency and sustainability.



Integrity

Committed to upholding the highest ethical standards in all business practices.



Collaboration

Valuing partnerships and teamwork to achieve shared goals for a better future.



Sustainability

Embedding sustainable practices into the business to minimize environmental impact.





Message from our CEO



“ ”

Reflecting on 2025, I am proud of how Overhaul continues to turn sustainability ambitions into impactful action. This year, we deepened our commitment to employee health and wellbeing by expanding assistance programs and creating new avenues for support across our global offices. We further fostered an inclusive culture, celebrating diversity through heritage month events and ongoing support for our LGBTQ+ community.

Sustainability remains at the heart of our operations. We introduced eco-friendly packaging, enhanced waste management initiatives worldwide, and supported community causes, including animal welfare efforts in Brazil. Completing a full baseline year for GHG emissions tracking and strengthening responsible hardware recycling show our dedication to environmental stewardship.

We have set higher standards throughout our supply chain with the launch of our Supplier Code of Conduct and maintained strong governance with SOC 2 Type 2 certification and a comprehensive AI policy. Our community impact grew this year through partnerships like Lace Up Detroit and employee-driven initiatives such as the 100k in 30 days challenge for breast cancer awareness. The launch of our Green Team has further empowered employees to drive sustainability from within.

Our sustainability journey is ongoing, and every action—large or small—matters. By harnessing the collective energy of our employees, partners, and communities, we are not only meeting our goals but setting new standards for what is possible.

Thank you for your dedication and support as we continue to innovate, take action, and lead by example in building a more sustainable future for all.

Barry Conlon, CEO, Overhaul



Memberships/ Partners



Climate Pledge

This year, Overhaul has signed up to the Climate Pledge, committing to take action to reduce our carbon footprint and help protect the planet for future generations. As a signatory of the Climate Pledge, we are committed to reaching net-zero carbon emissions by 2040, a decade ahead of the Paris Agreement's goal. This commitment requires us to report annually on our emissions and progress towards our goal. As a logistics risk management company, we recognize the importance of sustainability and are proud to take this step towards a more sustainable future



Techies Go Green

Overhaul also became a proud member of Techies Go Green, a community dedicated to promoting sustainability in the tech industry, this year. We recognize the importance of sustainability as a key component of our ESG strategy and are committed to reducing our carbon footprint and promoting sustainable practices throughout our organization. By working together with other members of the community, we can create a more sustainable tech industry and contribute to a better future for all.



ENSO

The ENSO Initiative is a dynamic platform fostering progress toward the UN Sustainable Development Goals (SDGs). By partnering with ENSO, we showcase our commitments to sustainability, track and share our goals, and highlight our progress across our initiatives, both internally to our team members and externally on our website. This partnership strengthens accountability while enabling collaboration with a global network of innovators to drive meaningful, measurable impact.



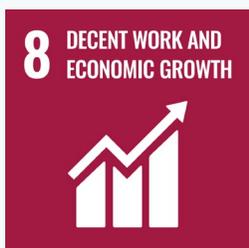
Our Strategy & Purpose

At Overhaul, our approach to creating positive change across communities is driven by the United Nations Sustainable Development Goals (UN SDGs). We have selected five SDGs that are most relevant to supply chain and logistics, as they present the greatest opportunities for impactful action.

These SDGs are central to our sustainability strategy. We understand that progress on climate action is closely linked to supporting our employees, investing in robust and sustainable infrastructure, strengthening communities, and promoting circular economy principles throughout our operations. By focusing on these priorities, Overhaul is tackling key challenges within our industry and building a foundation for long-term growth.

While we emphasise these five SDGs, we also recognise the interconnected nature of all seventeen Goals and remain committed to supporting the achievement of all of them. By targeting our efforts, we aim to maximize positive outcomes for our business, our customers, and the communities we serve.

This section highlights our key actions and initiatives from 2025 that have delivered measurable environmental and social benefits. Through these endeavors, Overhaul is integrating sustainable practices into the everyday experiences of our employees, customers, partners, and communities across the globe.





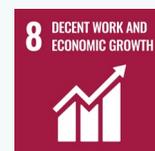
Championing a diverse and inclusive workplace: embracing cultural and generational diversity and supporting LGBTQ+ employees



At Overhaul, we are committed to fostering an inclusive workplace where every employee feels accepted, supported, and valued—a culture where everyone belongs and our team reflects the diverse industries and partners we serve.

- We celebrated Black History Month, Women’s History Month, and Asian/Pacific Islander Heritage Month, each dedicated to honoring the achievements, contributions, and histories of communities whose influence has profoundly shaped our society. Throughout these observances, we recognized the enduring legacies of groundbreaking pioneers, activists, artists, and leaders who have contributed to progress and cultural richness—often in the face of systemic barriers.
- To further embrace our cultural diversity, we shared a series of employee stories that highlighted different cultural observance days and offered personal insights into meaningful traditions across our workforce.
- We also reaffirmed our commitment to supporting the LGBTQ+ community by continuing to use our dedicated Slack channel, #Rainbow_Connection, as a welcoming space for employees to celebrate diversity and inclusion. In honor of Pride Month, we highlighted influential leaders, public figures, and organizations that have made a lasting, positive impact on LGBTQ+ visibility, rights, and equality.

Thrive and flourish championing health and wellbeing



The health and wellbeing of our employees remain a key priority. We know how important it is to put in place the right supports to enable us to foster a happy and healthy organization. Continuing to increase engagement with our Employee Engagement Survey.

At Overhaul employees have access to comprehensive benefit packages. Overhaul provides robust health benefits, including medical, dental, and vision insurance, ensuring employees have access to essential healthcare services. As well as this, in each of the office locations, various wellbeing programs are implemented.

In our US office we continued to increase engagement with our Employee Assistance Program, where confidential support is available for personal, financial, and mental health matters, including access to counseling and professional consultations. With this program employees can also access wellness programs and resources, including virtual fitness sessions and information on nutrition and healthy living. We ran online sessions to encourage employees to access the benefits which resulted in an increase in the number of employees in 2025.



In our Brazil office we have started our Employee Assistance Program, which provides employees with access to lifestyle and nutrition resources, virtual fitness sessions, and confidential consultations with financial, legal, and mental health professionals.

In Mexico, an employee assistance program is offered, Orienta PAE, which provides psychological and nutritional support to employees and their families.

BAMM Time:

To ensure everyone a well-deserved break from work, we have blocked an hour-long lunch break called BAMM (Body and Mind Movement) in everyone's calendar. This dedicated time allows team members to recharge, whether through physical activity, mindfulness practices, or simply stepping away from work to enjoy a meal without interruptions, no matter the time zone. Research consistently shows that regular breaks enhance focus, reduce stress, and improve overall productivity. BAMM encourages employees to invest in their physical and mental health, fostering a culture of balance and resilience. It's not just a break—it's an intentional pause to energize the body, refresh the mind, and return to work with renewed purpose.

Social impact: community engagement



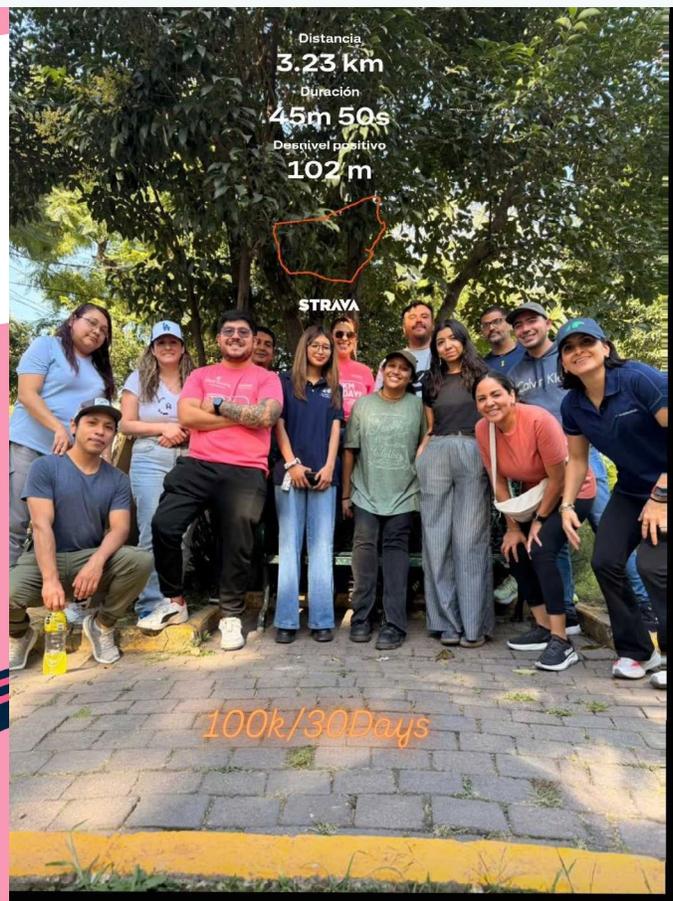
In 2025, FreightVerify part of Overhaul, partnered with Lace Up Detroit, dedicated to supporting underserved children and families across Southeast Michigan. Since 2015, Lace Up Detroit has distributed over 15,000 pairs of shoes and winter boots and 5,000 pairs of socks to local children. Our team actively supported this mission, volunteering at Legacy Charter Academy and Dickinson West Elementary to help distribute more than 1,500 pairs of shoes and over 2,000 pairs of socks. These efforts provided essential resources to students, strengthened community connections, and demonstrated Overhaul's ongoing commitment to social responsibility and positive local impact





In October, Overhaul took part in a company-wide “100km in 30 Days Challenge” in support of Breast Cancer Awareness Month. Throughout the month, employees were encouraged to walk, run, cycle, or choose any form of movement to collectively cover 100 kilometers in support of Susan G. Komen, a leading breast cancer charity. This initiative was designed for everyone—whether someone was an avid runner, a casual cyclist, or simply enjoyed a brisk lunchtime walk, every step and every kilometer contributed to a meaningful cause.

By coming together for this challenge, Overhaul employees not only promoted personal wellness but also united to raise awareness and funds for breast cancer research with Susan G Komen, education, and support. Every kilometer mattered—and every effort helped make a difference in the fight against breast cancer





Committed to reducing waste



Overhaul prioritizes digital solutions for documentation, reporting, and communication. By leveraging cloud-based platforms and electronic workflows, the company reduces reliance on paper, minimizing office waste.

Reducing our waste and making more efficient processes

Packaging waste/ Sustainable packaging This year we made substantial progress in sustainable packaging innovation. This year, we introduced a customized packing slip envelope featuring a preprinted flyer, eliminating the need for additional paper inserts. This upgraded envelope is crafted from a more environmentally friendly material, reducing the number of materials used and thus reducing our environmental footprint while also lowering costs and streamlining assembly time for our fulfillment team in preparing returns.

Expanded Waste Management System

This year, we strengthened our internal sustainability practices.

In Ireland, we introduced a dedicated compost bin to our workplace waste system. With this addition, our Irish office now operates three clearly differentiated waste streams- recycling, rubbish, and organics, allowing us to better manage our environmental footprint.

The new compost bin supports our goal of reducing the volume of waste sent to landfill by diverting food scraps, coffee grounds, and other biodegradable materials into a more responsible disposal pathway. To support the transition, we implemented clear signage, employee reminders, and bin-side guidance to help ensure proper sorting.

Although a simple change, establishing a three-bin system has already increased awareness of everyday waste habits and encouraged more sustainable behavior across the office. This initiative represents a small but meaningful step toward a more circular waste model and reinforces our broader commitment to environmental stewardship.

In the US Austin Office, we increased the amount of recycling bins around the office and re-organized their placement which resulted not only in an increase in the use of recycling bins but also more consistent correct usage.

In our new Ann Arbor office, our waste is managed by the building management and currently their don't support recycling- however, this is something we are looking into rectifying as we work with the building management to introduce recycling bins.

In the Brazil office, a campaign is being launched this year to collect plastic bottle caps and aluminum can tabs in support of an animal welfare organization that raises funds for dog and cat neutering.

Another initiative introduced this year replaced disposable plastic cups with reusable cups, eliminating approximately 3,000 plastic cups each month or 36,000 this year.

Both offices in Mexico and Prague continue to separate waste by organic and inorganic and we hope to further introduce a recycling scheme in the near future.



Leading sustainable procurement for a greener tomorrow



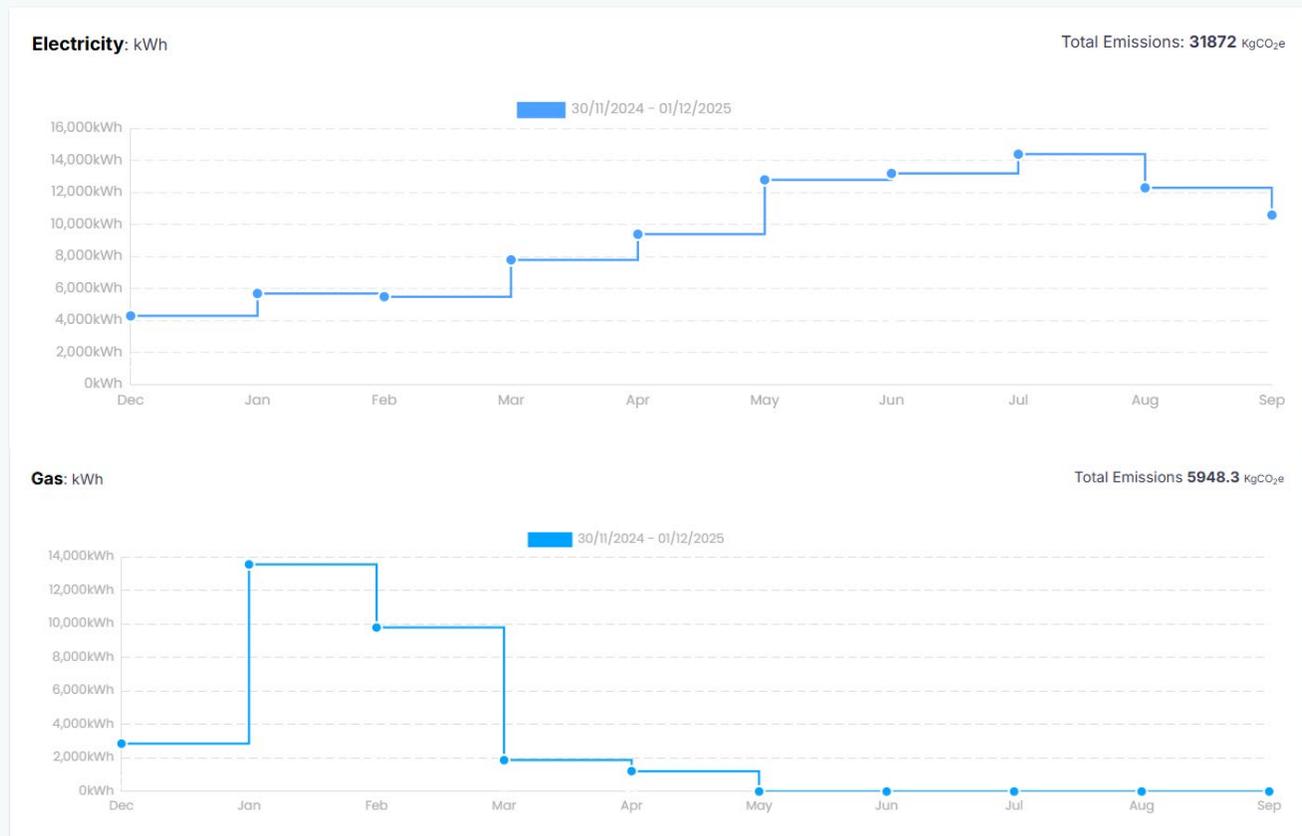
Our environmental impact extends beyond our own operations and includes the practices of our suppliers and partners. Our procurement policies ensure that our suppliers meet environmental standards and actively contribute to our sustainability goals.

Supplier Code of Conduct: We clearly outline our expectations for suppliers to comply with all relevant laws and regulations. The Code also defines our broader objectives, encouraging and enabling a supply chain that is sustainable and creates long-term positive impacts on both the local and global economy.

Energy Efficiency



Last year, we took an important step toward reducing our environmental impact by beginning to track our greenhouse gas (GHG) emissions, starting with electricity and gas use in our Austin office. The year 2025 marks the first time we will have a full baseline year of data for both electricity and gas. This baseline will allow us to measure our progress, identify opportunities to reduce emissions, and make informed commitments to lowering our environmental footprint in the future.





Energy Efficiency in IT Operations

To reduce energy consumption and support company-wide sustainability goals, OH has adopted several energy-efficient IT policies. Laptop and PC configurations are designed to minimize energy use, with default settings that power down screens after 15 minutes when plugged in and after 5 minutes when running on battery. Printers operate in power-save mode and utilize Wake-on-LAN technology, powering down after 5 minutes of inactivity and waking only when a print job is initiated. These measures help reduce overall electricity use while maintaining productivity and operational efficiency.

Championing climate literacy



Overhaul is committed to advancing climate literacy and supporting the United Nations Sustainable Development Goals (UN SDGs) by embedding environmental awareness and responsible practices across its operations, services, and partnerships. Internally, Overhaul invests in building a culture of environmental stewardship. This year, the company hosted a “Food for Thought” session focused specifically on climate literacy, giving employees the opportunity to learn from experts, explore the connection between business operations and environmental impact, and engage in open discussion on sustainability topics. We partner with industry groups, customers, and NGOs to stay informed on climate-related issues, share best practices, and co-develop climate literacy resources. Overhaul’s software and risk management solutions help customers track and report on sustainability metrics, such as carbon emissions. The company educates clients on how supply chain decisions affect environmental outcomes.

This year, we launched a voluntary Green Team to strengthen employee engagement in our sustainability journey and embed environmental responsibility across the organization. Open to all staff, the Green Team creates a collaborative space for colleagues to champion initiatives that reduce our environmental footprint, including waste-reduction projects, resource-efficient workplace practices, and awareness-building activities. By empowering employees to contribute ideas and lead grassroots actions, the Green Team fosters a culture of shared responsibility, supports progress toward our sustainability goals, and helps integrate environmentally conscious thinking into everyday operations.



Responsible IT operations and digital stewardship



Hardware Lifecycle & E-Waste Management

OH is committed to reducing environmental impacts associated with IT hardware by implementing responsible end-of-life practices. All retired equipment is processed through an environmental disposal partner that evaluates items for potential resale or reuse and ensures that any remaining materials are recycled or disposed of in an environmentally responsible manner. The company receives certification for each batch processed, ensuring transparency and accountability in e-waste management. While OH does not yet have formal policies for responsible sourcing or sustainable procurement of IT hardware, the organization is actively reviewing opportunities to strengthen these practices in the future. OH also participates in external e-waste recycling programs through its disposal partner to help minimize landfill waste and support circular-economy principles.

Cybersecurity & Data Privacy

OH maintains strong data protection practices and ensures compliance with relevant privacy regulations through its SOC 2 Type 2 framework. This certification reflects the company's commitment to safeguarding customer and employee data through secure processes, controlled access, and ongoing monitoring. Ethical data handling remains a priority, with IT teams emphasizing responsible data retention, secure disposal of digital information, and the ethical use of data across systems and applications.

AI Policy

This year, we introduced a comprehensive AI policy as part of our ongoing commitment to strengthening our governance. As AI tools and technologies become more integrated into our day-to-day operations, establishing clear standards has become essential to ensure their ethical, transparent, and responsible use. The new policy provides guidance on data privacy, fairness, accountability, and environmental considerations, helping us manage risks while promoting innovation. By implementing this framework in the current reporting year, we are taking a proactive step toward supporting responsible digital transformation and reinforcing our dedication to sustainable and socially conscious business practices.



Looking forward to 2026 & beyond





Looking forward to 2026 and beyond:

Expand Green Team Influence Across the Business

Strengthen the role of the Green Team by establishing departmental sustainability ambassadors, enabling broader engagement, and integrating employee-led initiatives into formal operational planning.

Increase Employee Awareness and Training

Introduce sustainability training modules, awareness campaigns, and regular workshops to embed environmentally responsible behavior into everyday work practices.

Deepen Community and Supplier Engagement

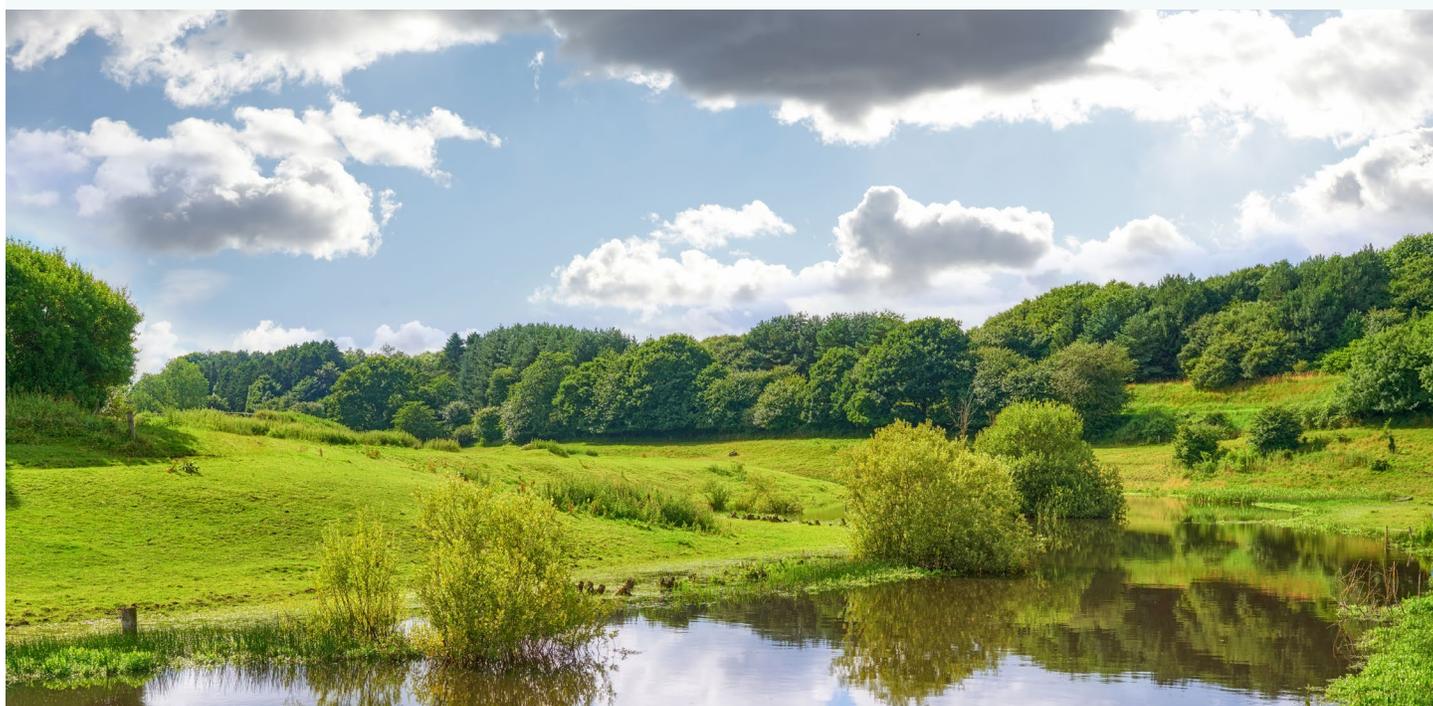
Engage suppliers in sustainability expectations, expand community partnerships around environmental initiatives, and encourage collaborative efforts that extend impact beyond the workplace.

Reduce Emissions from the Current Baseline

Set a 2026 goal to lower emissions from this year's baseline by improving energy efficiency, expanding renewable energy use, and strengthening emissions tracking to monitor progress.

Increase Employee Volunteer Hours

In 2026 we aim to grow employee volunteer participation in our offices by expanding community partnerships and offering more accessible, meaningful volunteering opportunities.





Appendix

Calculation Method by Resource

Electricity

When calculating the emissions related to energy use, we use different factors for renewable and non-renewable electricity. Because of this, the first step in the calculation is to use the information about the percentage of renewable energy given by the user. This allows us to calculate how much energy is from renewable sources and how much is not. Then the following emissions factors are used:

Energy Type	Emission Factor (kg/kWh)
Non-Renewable	0.332
Renewable	0

Source - <https://www.seai.ie/data-and-insights/seai-statistics/conversion-facto>

Please note that these factors are from SEAI and are given for CO₂e, so we can just use the one factor, rather than using the GWP method outlined above. The total renewable and non-renewable usages, in kilowatt hours (kWh) are multiplied by the emissions factors in the table above. This gives us the final emissions in kilograms (kg) of CO₂e.

Gas

To calculate the total emissions related to natural gas use, we need to total the kilowatt hours used. This number is then multiplied by each of the emissions factors and GWP values in the following table:

Gas	GWP	Emission Factor (kg/kWh)
CO ₂	1	0.2029
CH ₄	28	0.0000036
N ₂ O	265	0.00000036

Using these numbers, the following equation is used to calculate the total emissions in CO₂e:
$$\text{CO}_2\text{e} = (\text{Gas Use} * 1 * 0.332) + (\text{Gas Use} * 28 * 0.0000036) + (\text{Gas Use} * 265 * 0.00000036)$$

Source - https://www.ipcc-nggip.iges.or.jp/EFDB/find_ef.php?action=detach_filter&refresh=false&filter=prop_regional&fkey=0