

Sustainability Report

August 2025



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2024 Highlights

60%

of facility-based employees
work at ISO 14001-certified sites

11% ↓

11% reduction
in Scope 1, 2, and
3 GHG emissions
(YTD)



73%
of total waste
diverted from
landfill

60%

of electricity sourced
from renewable energy
contracts

Over 2.2
million hours
worked globally
in 2024 and
only 0.004%
lost to injuries.



CHAPTER 1

Introduction

Opening with a message from our CEOs, our introduction provides a snapshot of our 2024 performance. We outline our operational footprint, evolving regulatory landscape and how we are sharpening our focus using a CSRD-aligned double materiality assessment.



About This Report

This Sustainability Report reflects Optimas OE Solutions commitment to transparency and responsible business practices.

This report provides a status update on Optimas' global sustainability activities, outlining in detail how sustainability was managed across Optimas in 2024 (period of 1st Jan to 31st Dec) and discussing various priority aspects that span environmental, economic and societal sustainability issues for Optimas and our key stakeholders. Throughout the report, we hope to provide our readers with a clear understanding of Optimas' commitments and actions toward sustainable development. The Supporting Materials chapter provides additional supporting information. This report will be published annually on our official website. We welcome feedback and questions, via the contact form on our website, from all stakeholders as we continue our journey towards sustainability.



2nd

Sustainability
Report published
by Optimas



Standards & Regulations

This report has been prepared with reference to the latest Global Reporting Initiative (GRI) Standards and the UN Sustainable Development Goals (SDGs).

Building on the foundational requirements set by the European Union, we report the results of a Double Materiality Assessment carried out in alignment with the European Sustainability Reporting Standards (ESRS), as promoted by the EU Corporate Sustainability Reporting Directive (CSRD). These directives have significantly shaped global sustainability reporting practices since their early implementation. In the United States, California's Climate-Related Financial Risk Act (SB 261), signed into law in 2023, has further reinforced the importance of climate-related disclosure. Accordingly, relevant sections of this report are aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework, as required under SB 261. In addition, this report incorporates sustainability indicators from the Sustainability Accounting Standards Board (SASB) for the Industrial Machinery and Goods sector, where applicable. These frameworks and regulations have collectively informed the preparation of the content and disclosures in this report.

Review & Assurance of the Report

Optimas' Sustainability Team has developed and compiled the content and related data in this Report with input from subject matter experts from across the business. Our Americas and International CEOs, Daniel Harms and Mike Tuffy, respectively, then approved this report after review by relevant Senior Leadership Team members.

Pause People Collective has reviewed the Scope 1, Scope 2 location-based and market-based metrics shared herein in accordance with the verification protocols set forth in ISO 14064-3. This verification statement can be found in the Supporting Materials and on our website. Regular internal audits by our Quality Team and external audits are conducted for select sites in line with management systems such as ISO 14001:2015 Environmental Management System, ISO 45001:2018 Occupational Health & Safety Management System, and ISO 9001:2015 Quality Management System.*

* The complete Report has not undergone review by an independent third party.

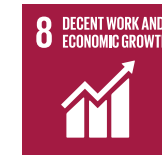


Reasonable Assurance

2024 Scope 1 & 2 GHG emissions data have been externally verified to ISO 14064-3 standard

Introduction From Our CEOs

At Optimas, progress is a shared achievement.



Our people across all continents and departments are united by a shared commitment to growth, resilience and sustainability. This report reflects the collective strength, care and collaboration that drive our business forward.

We are proud of the progress we have made while remaining focussed about the work still ahead of us. This sustainability report provides both a reflection on recent achievements and an open assessment of the challenges and opportunities that lie before us as a global fastener manufacturer and distributor. This report will share the results of our Double Materiality Assessment aligned with the Corporate Sustainability Reporting Directive (CSRD) guidelines and highlights our continued efforts in sustainable development, anchored against UN Sustainable Development Goals (UNSDGs) recommended for our industry by the UN Global Compact.

Transparency underpins everything we do. We share not only our successes, but also the complexities, course corrections and areas where further improvements are needed. Our THREAD values of Teamwork, Honesty, Respect, Excellence, Accountability, and Drive are the foundation of our actions and our commitment to our customers, our teams and our stakeholders.

Leadership & Sustainability

Our dual-CEO leadership model strengthens collaboration between our Americas and International operations, reflecting our unique proposition to our customers.

We establish business and sustainability targets at a regional level, which local in-country teams then adapt to their specific context and regulatory landscape. Our global climate response continues to take shape. As proud UN Global Compact Signatories, we embed its 10 principles covering Human Rights, Labour, Environment and Anti-Corruption across our business. In addition, our science-based carbon reduction targets were validated by the Science Based Targets initiative (SBTi), forming the foundation of our climate strategy. We are working towards these validated targets.

- Scope 1 and 2 emissions: A 42% reduction by 2030 and net zero (at least 90% reduction) by 2037, from a 2022 baseline.
- Scope 3 emissions: A 51.6% reduction in emissions intensity (per \$1 million value added) by 2030 and net zero (at least 90% reduction) by 2050, from a 2022 baseline.

We also achieved independent verification of our Scope 1 and 2 data in the same year, reinforcing our commitment to integrity and trust in reporting.



Introduction From Our CEOs Continued

Progress Towards Our Commitments

We have already made measurable progress. Scope 1 and 2 emissions reductions place us ahead of our annualised targets. Sixty percent of our electricity now comes from certified renewable energy contracts, and we are advancing the electrification of our fleet and material handling equipment.

We recognise that reducing Scope 3 emissions, representing 98% of our climate impact, is challenging and complex. While we are encouraged by an 8% reduction this year, we remain focused on maintaining momentum towards our goal of net zero by 2050. Our teams have expanded the use of recycled materials in manufacturing, improved the quality carbon data and completed over 150 supply chain audits in the last year. These actions have strengthened supplier performance by reducing supplier quality incidents and set a foundation for responsible sourcing, particularly as we prepare for new regulations that are on the horizon, strengthening transparency and reducing ESG risks across our global, diverse supply base will remain an ongoing priority.

Our People, Our Culture

The strength of our business, economically and sustainability, rests with our people and the values they embody every day. The THREAD programme not only recognises contributions; it fosters pride, purpose and a shared determination to shape positive change across our teams and communities.

Health & Safety remains a central focus. We are proud to have recorded zero lost days due to work-related illness or injury in 2024. Against key industry benchmarks, our results demonstrate that our global teams are operating safely, collaboratively and effectively. At the same time, we know there is more to be done. We continue to strengthen measurement and management of safety systems worldwide, ensuring that every individual at Optimas feels protected and supported, wherever they work.

Closing Statement

The journey towards a more sustainable business is complex, but it is also deeply rewarding. Through the dedication of our people, the strength of our partnerships and the clarity of our values, we are building a more resilient, responsible and innovative Optimas. We are confident in the path ahead and optimistic about the role we will continue to play in contributing to a more sustainable future for our industry and our communities.



Mike Tuffy
CEO International



Daniel Harms
CEO Americas

Global Reach | Local Presence

Optimas OE Solutions has Headquarters located in Gloucester (UK) and Wood Dale, IL (USA).



We are a leading global industrial manufacturer, distributor and service provider specialising in fasteners, C-Class parts and supply chain solutions for manufacturers seeking to improve efficiency and profitability. Driven by our THREAD values, and symbolised by our logo, we champion ways of working empowered by resilient relationships with our supply partners, customers and our global team.

Our diverse team of experts creates a measurable impact, operating globally with localised distribution networks spanning North America, Europe, and Asia-Pacific. Our operations include in-house manufacturing facilities in both the UK and the USA, as well as offices and warehousing facilities that support key logistics functions such as rapid order fulfilment, inventory management, engineering, sourcing and customer service requirements.

We provide end-to-end product lifecycle support for manufacturers across diverse

sectors, from prototyping and engineering to delivery and replenishment.

Our product range includes high-performance fasteners and related components such as:

- Screws, bolts, nuts, washers, rivets, inserts, studs, clips, bushings, shims, spacers
- Adhesives, gaskets, lightweight parts, high-temperature and exotic materials, plastic parts, bearings, cable management, clamps, lubricants, hardware, ancillaries
- Bespoke engineered parts and prototype components

These products are made primarily from steel, aluminium, iron, copper and plastic.

Optimas' unique value proposition includes integrated solutions designed to improve performance, efficiency and resilience. For example, we have the capability to provide rapid prototyping, JIT delivery and dual sourcing via in-house manufacturing and strategic sourcing.

About Us

Coverage of Sustainability Activities

Optimas implements sustainability initiatives based on operational relevance and impact. Interventions are guided by three key considerations: (1) sustainability topics for company-wide implementation; (2) a facility-based framework aligned with our internal classification system for ISO management systems (e.g. 14001); and (3) an operational control approach in line with GHG Protocol Standard.

Certain sustainability topics are addressed company-wide to standardise processes and unify actions across our

global operations. Examples include our net zero targets, employee training and volunteering initiatives.

While we operate across a diverse set of locations, not all sites are considered equal in terms of impact and risk materiality. Our facility-based framework is an internal classification system used by our EHS team. Smaller or low-risk facilities, such as small offices, third-party logistics providers, or lightly staffed distribution hubs are typically not subject to external certification unless required by their risk profile or specific contractual obligations.

In line with the GHG Protocol, our 2024 emissions inventory includes all 44 leased locations worldwide covering operational, shared and closed sites. We apply the operational control approach, accounting for emissions where Optimas has authority to implement environmental policies. Our scope and boundary have been independently verified by Pause People Collective, accredited to ISO 14064-3, providing assurance over our reported Scope 1 and 2 emissions.

Operating region	Location type/Country	Employee Count
Americas	Facility-based	404
	Home-working/Customer site	118
International	Facility-based	687
	Home-working/Customer site	32
Total	All locations (Inc. remote)	1241
	Facility-based only	1091

Governance & Regional Sustainability Approach

Since adopting a dual-CEO leadership model in 2022, Optimas has strengthened the distinct capabilities of our two operating regions - Americas and International. This structure allows us to balance the advantages of a global presence with tailored regional strategies for customers, supply partners and sustainability.



In 2024, we advanced integration of this model across operations and sustainability reporting. We set and verified global net zero targets, while also beginning to differentiate GHG emissions reporting by region. In some cases, region-specific regulations, such as CBAM in Europe, led to localised deployment of supplier-specific carbon reporting and actions.

As our operating model matures, our reporting will increasingly reflect these regional distinctions. While we remain a unified global organisation, our governance structure enables sustainability efforts to be led and executed at the regional level, aligned with local context and regulatory environments.

About Us Continued

This list outlines the main sustainability regulations against which Optimas OE Solutions reports.

EUROPEAN UNION (EU)

Product & Supply Chain Transparency

- EU Carbon Border Adjustment Mechanism.

Climate-Related Disclosure & Reporting

- Corporate Sustainability Reporting Directive CSRD - not in scope.

Environment & Climate Regulation

- EU Deforestation Regulation (EUDR).
- REACH Regulation.

UNITED KINGDOM (UK)

Product & Supply Chain Transparency

- Modern Slavery Act.
- UK Carbon Border Adjustment Mechanism (CBAM) - incoming regulation.
- Restriction of Hazardous Substances (RoHS).

Climate-Related Disclosure & Reporting

- Streamlined Energy & Carbon Reporting (SECR).
- Energy Saving Opportunities Scheme (ESOS).

Environment & Climate Regulation

- Clean Air Act (CAA).
- Climate Change Levy (CCL).

UNITED STATES (USA)*

Product & Supply Chain Transparency

- Restriction of Hazardous Substances (RoHS).
- PFAS Reporting.
- Uyghur Forces Labour Prevention Act.

Climate-Related Disclosure & Reporting

- The Climate-Related Financial Risk Act (SB 261).

Environment & Climate Regulation

- Clean Air Act (CAA).
- Clean Water Act (CWA).
- Toxic Substances Control Act (TSCA).

* Where regulation applies.

Double Materiality Assessment Results

To effectively address sustainability as a business across our entire value chain, we first needed to identify our key priorities. In partnership with an independent third party, we conducted a comprehensive Double Materiality Assessment (DMA) aligned with the EU Corporate Sustainability Reporting Directive (CSRD). This assessment focused on understanding:

1. How to align with the expectations of customers, peers, and employees on sustainability.

2. How to support external reporting frameworks such as Ecovadis and CDP.

3. How to lay the foundation for a global sustainability strategy.

4. How to build resilience by proactively managing risks and maximising opportunities across the business.

Stakeholders were engaged throughout the process, and the Impacts, Risks, and Opportunities (IROs), scoring methodology, and materiality thresholds were reviewed and validated by our Head of Sustainability.

The result is a list of material topics aligned with the European Sustainability Reporting Standards (ESRS), which underly the CSRD for many EU-based businesses. The table below summarises the eight ESRS topics that Optimas has prioritised

through this assessment as key areas for ongoing monitoring and reporting.

It is important to note that prioritising a topic here does not imply the presence of an issue. These areas represent our priorities to ensure we maintain strong controls and transparent reporting. The table highlights where Optimas will focus its future efforts in monitoring and reporting, in line with best practice standards set by the CSRD. Specific actions being taken to address each topic are described in other sections of this report.

KEY

Material Topics

Material Sub-Topics

Not Material Topics

Environment				Social			
ESRS Topic	ESRS Sub-Topic	Impacts	Risks & Opportunities	ESRS Topic	ESRS Sub-Topic	Impacts	Risks & Opportunities
E1 Climate Change	Climate change mitigation	I.E1.2 Fuel use during freight & logistics	O.E1.2 Benefits of achieving climate change targets	S1 Own Workforce	Equal treatment and opportunities for all		R.S1.6 Pushback on DE&I initiatives. O.S1.1 Inclusive culture to boost retention.
	Energy		O.E1.3 Product differentiation via circular design		Working conditions	I.S1.2 Health, safety and wellbeing of own employees	R.S1.3 Workplace Health and Safety incidents. R.S1.4 Employee grievance mechanisms
E2 Pollution	Pollution of water	I.E2.1 Water pollution from raw material mining		S2 Workers in the value chain	Working conditions		R.S2.1 Health and Safety incidents in Supply Chain
E3 Water					Other work-related rights		R.S2.2 Use of unethically sourced minerals
E4 Biodiversity & Ecosystems	Impact on the extent & condition of ecosystems	I.E4.1 Land use & biodiversity Impacts from mining		S3 Affected Communities			
E5 Resource use & circular economy	Waste	I.E5.2 Product Disposal		S4 Consumers and end-users	Wellbeing of consumers and/or end users		R.S4.2 Product quality or compliance failures

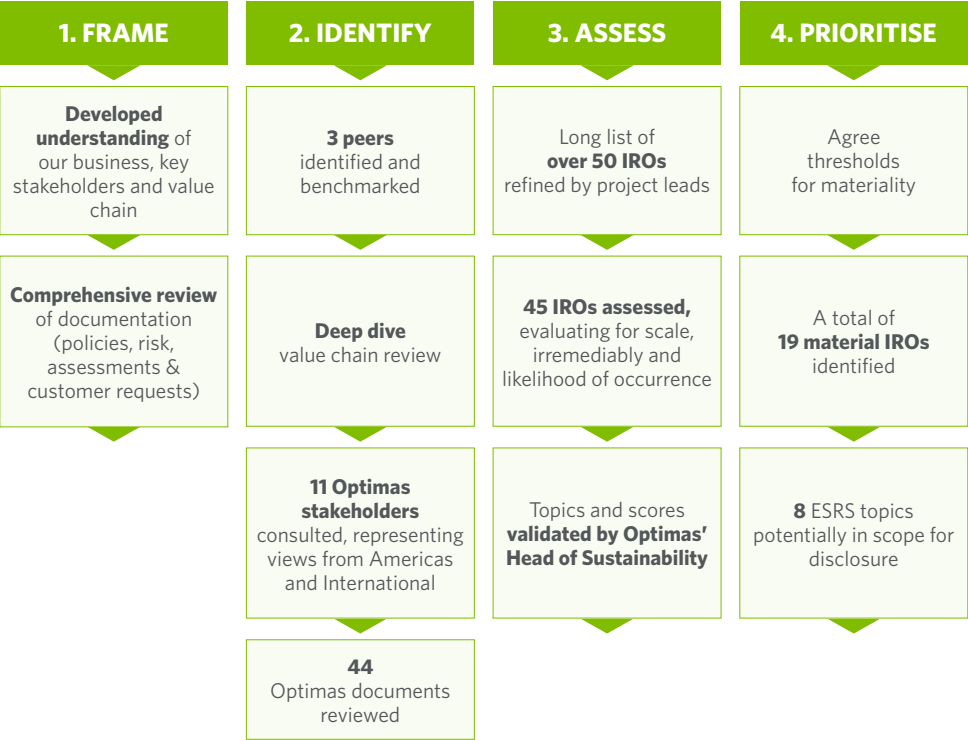
Double Materiality Assessment Results Continued

Governance			
ESRS Topic	ESRS Sub-Topic	Impacts	Risks & Opportunities
G1 Business Conduct	Business conduct		R.G1.1 Cybersecurity Breaches. R.G1.3 Inadequate ESG performance driving customer loss. R.G1.4 Supplier performance disrupting operations.
	Corruption and bribery		R.G1.6 Bribery or corruption.

KEY

Material Topics
Material Sub-Topics
Not Material Topics

The Double Materiality Process



Guided independently by a third party, our rigorous process combined external sustainability insights with Optimas' internal expertise. Cross-functional teams from Supply Chain, Finance, Legal, HR, and Health & Safety, across the Americas and International regions enthusiastically collaborated on our first ever DMA. The outcome provides invaluable insight into financial opportunities and risks driven by sustainability.

Head of Sustainability, International

CHAPTER 2

Climate Change

Net Zero is more than a slogan to us, it is a necessity. Climate change is already affecting how we operate and source. This chapter outlines our science-based strategy, including our targets, actions and the progress we have made so far.



Net Zero By 2050

As the realities of climate change reshape our world, Optimas is adapting.



From weather shocks to rising expectations, we are building resilience into how we operate. For us, implementing a science-backed net zero strategy represents a step in adapting to a changing climate.

As a business driven by data and measurable results, we approached net zero with the same focus. Recent climate science, combined with our first-hand experience of heat stress, flooding and wildfires

across our key regions over the last decade, highlighted the urgency of addressing approaches to a changing climate landscape and how to mitigate our impact.

Key operational Geography	Observed Trend	Attribution to Human Influence	Projected Change at 2°C+ Warming
North America	More frequent/intense heatwaves, droughts, wildfires	Virtually certain	Extreme heat and wildfires become more common
Europe	Strong rise in heatwaves, droughts, wildfires	Very likely	Heatwaves and wildfires much more frequent
APAC	Increased heatwaves, droughts and fire risk	High confidence	Further rise in extreme heat and compound events

Source: IPCC.ch

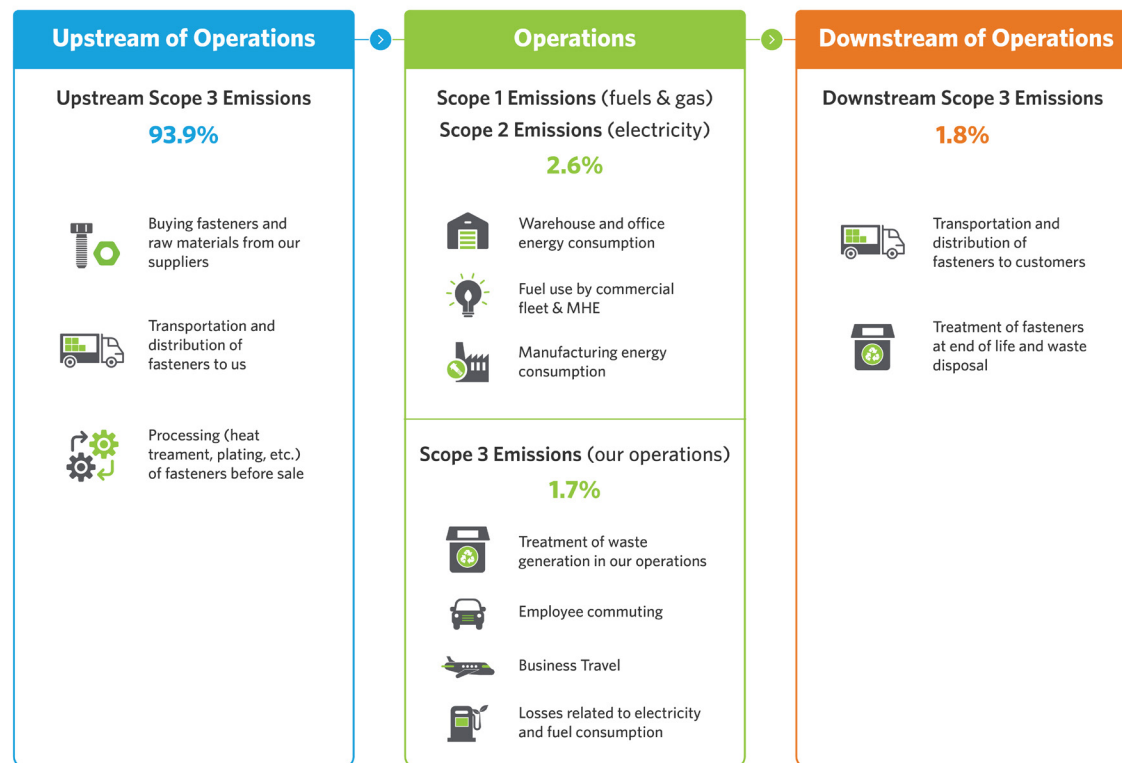


Net Zero By 2050 Continued

With 99% of climate scientists agreeing that rising average temperatures and extreme heat events will continue, we chose to align our actions with the latest scientific insights to address climate change. To guide us, we partnered with the Science Based

Targets initiative (SBTi), a global climate action organisation that helps companies like Optimas set greenhouse gas (GHG) reduction targets in line with what is needed to keep global warming below dangerous levels and reach net zero by 2050. The SBTi, supported by

organisations like CDP, the United Nations Global Compact, We Mean Business Coalition, WRI, and WWF, provided Optimas with a robust standard, tools and validation we needed to ensure we set credible and ambitious goals.



How We Will Become Net Zero By 2050

Our net zero strategy outlines clear and rigorous actions we will implement across our business.

Through targeted investments and cross-functional collaboration, we are increasingly embedding climate action into every business function. Our net zero strategy targets, shaped by leadership workshops and validated by SBTi in 2024, are steered by the Head of Sustainability.

In FY2022, Optimas set the following near-term and net zero targets:

- A 42% absolute reduction in Scope 1 and 2 emissions by 2030 from a 2022 baseline.
- Net zero (at least 90% absolute reduction) Scope 1 and 2 emissions by 2037 from a 2022 baseline.
- A 51.6%, per \$m Value Added, intensity reduction in Scope 3 emissions by 2030 from a 2022 baseline.
- Net zero (at least 90% absolute reduction) Scope 3 emissions by 2050 from a 2022 baseline.

Our decarbonisation roadmap is focused on five decarbonisation levers across our own operations and our value chain.



Figure 1: Progress against Scope 1 and 2 targets

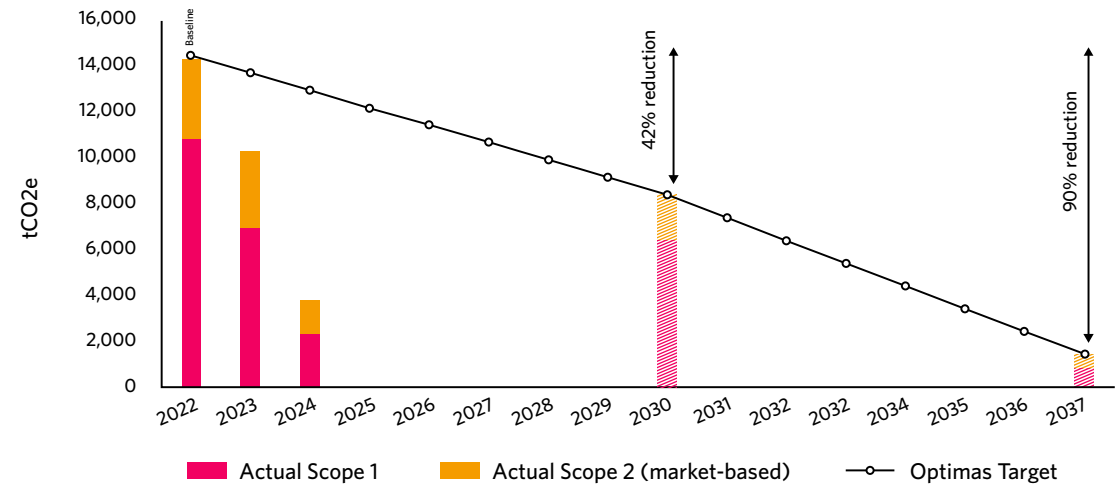
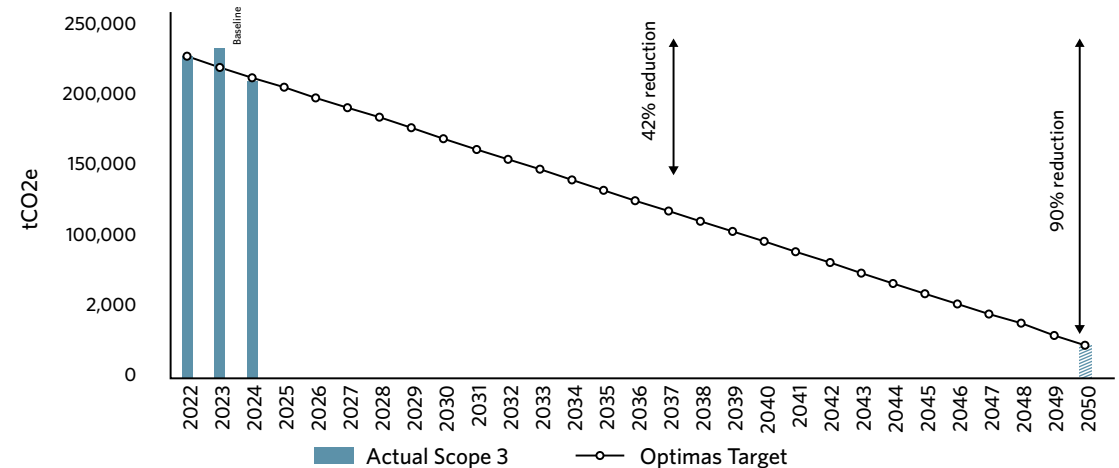


Figure 2: Progress against Scope 3 net zero target

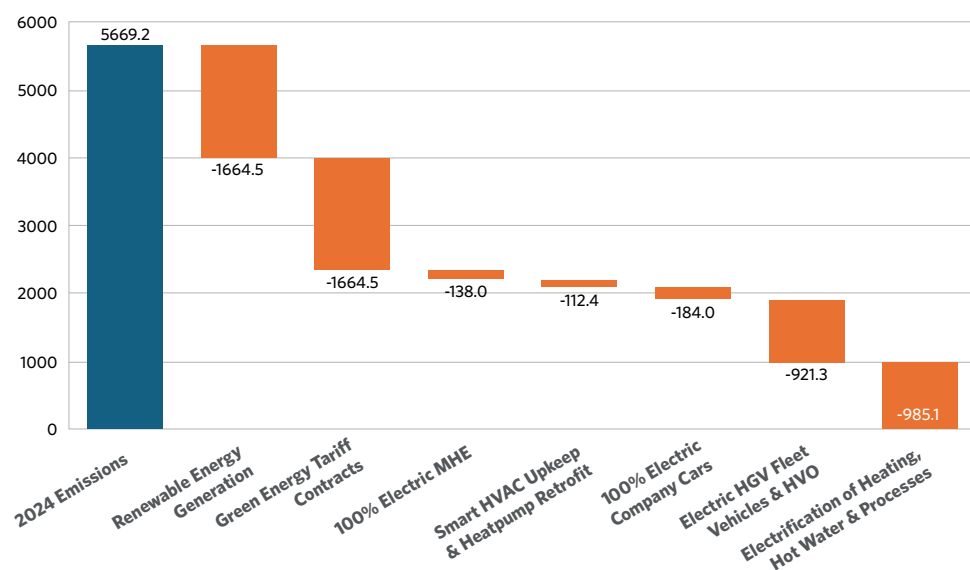


Decarbonisation Pathway

Our Decarbonisation Levers – Scope 1 & 2

Emissions source	Reduction Method	% reduction required	% contribution to total reduction
Electricity	Renewable energy generation	100%	29%
Electricity	Green energy tariff contracts	100%	29%
MHE fuel	100% electric MHE	100%	2%
F-gas leakage	Smart HVAC Upkeep & Heat Pump Retrofit	100%	2%
Company cars	100% electric vehicles	100%	3%
Commercial fleet	Electric HGV & HVO low-carbon fuel	100%	16%
Natural gas	Electrification of heating, hot water and processes	100%	17%

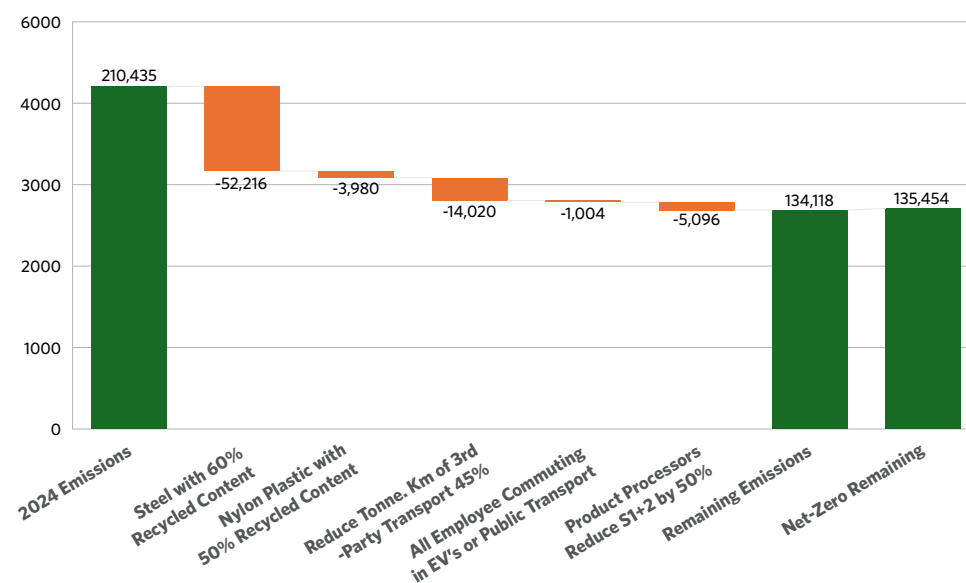
*Assumption: aiming for 100% decarbonisation, with no offsetting included.



Our Decarbonisation Levers – Scope 3

Emissions source	Reduction Method	% reduction required	% contribution to total reduction
Steel	60% recycled content	84,437	68%
Nylon / Plastic	50% recycled content	12,050	5%
Logistics	45% reduction in total tonne-km or switch to electric	17,136	18%
Commuting	All car commutes switched to EVs	526	1%
3rd party processing	Processors cut Scope 1 & 2 emissions 50%	5,096	7%

Assumption: if Gross Value Added increased to \$200 million by 2030, the following emission reductions.

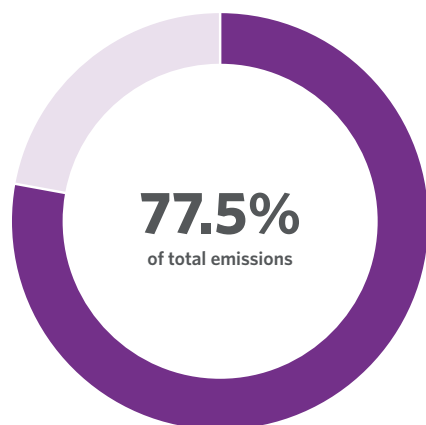


Decarbonisation Pathway Continued

Circular Products

Figure 3: Emissions sources included in circular products

Circular products



Our products produce emissions from a variety of sources. The largest source is the embedded emissions in raw materials and products made by our supply partners. The processing of sold products by a third party also adds to the emissions in Optimas' products.

Key Challenges

Our supply network is vast and global, spanning 4,000 supply partners globally. Current limitations include limited visibility of our supply partner's supply chain, access to actual data from our supply partners and lack of control over how customers use and dispose of products.

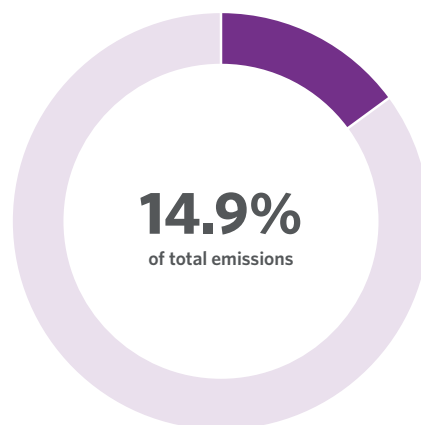
Opportunities & Enablers

The move to a circular economy will increase recycling rates globally. Steel Zero and Responsible Steel are two initiatives designed to speed up the decarbonisation of the steel industry.

Low-Impact Transport

Figure 4: Emissions sources included in low-impact transport

Low-impact transport



The transport of inbound goods from supply partners and outbound products to customers represents a significant impact area for the business.

Key Challenges

The total cost and efficiencies of low-emission HGVs and encouraging logistics providers to move to low-emission options.

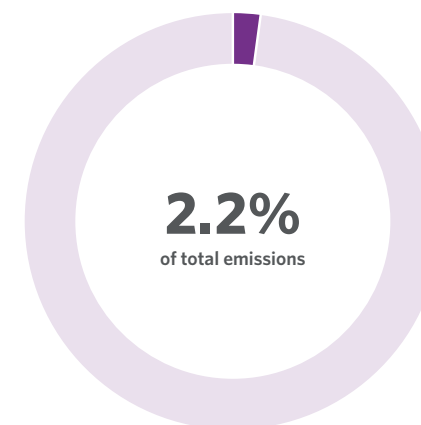
Opportunities & Enablers

Electric trucks are beginning to come to market, and their use will accelerate. Low-emissions fuels such as biodiesel and HVO are increasingly used globally. Electric vans are widely available, driven by early adoption by some of our existing freight carriers such as DPD and DHL. The UK and US have set a target of net zero emission HGVs for all new HGVs over 26 tonnes by 2040. For goods vehicles under 26 tonnes, this target is for 2035.

Clean Energy Transition

Figure 5: Emissions sources included in clean energy transition

Clean energy transition



This lever refers to electricity and gas used in our own operations by our manufacturing plants, warehouses and offices. Solutions to address these areas include behavioural change and automation to improve efficiency, as well as investment in electrification.

Key Challenges

Balancing financial investment towards the implementation of solutions and implementing an energy hierarchy across a global operation. Actions are further limited across 3rd party or leased sites.

Opportunities & Enablers

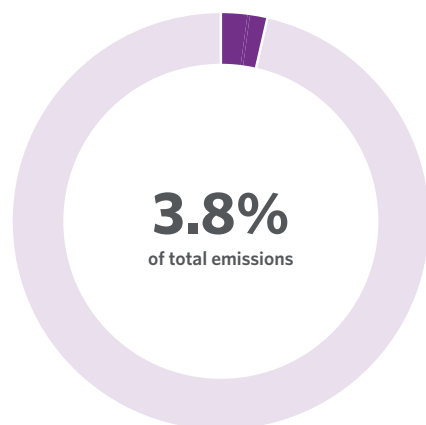
The UK and US have targets to decarbonise the electricity grid by 2035. Currently, there are quick payback periods for solar PV due to high energy prices. The UK government has also confirmed that all non-domestic rented buildings will need to meet EPC Band B by 2030.

Decarbonisation Pathway Continued

Responsible Supply Partnerships

Figure 6: Emissions sources included in responsible partnerships

Responsible supply partnerships



Emissions embedded in goods and services, capital goods and waste services account for 3.8% of Optimas' emissions. Addressing these emissions will involve gathering supply partner-specific emissions data (Scope 1, 2 and 3, if possible). Scope 3 data collection will require communication and collaboration with the suppliers in order to get accurate data and encourage decarbonisation.

Key Challenges

Influencing smaller suppliers can pose challenges for data sharing. Some businesses have no data available and do not have the resources to collate data, further exacerbated by the geographical constraints of some suppliers.

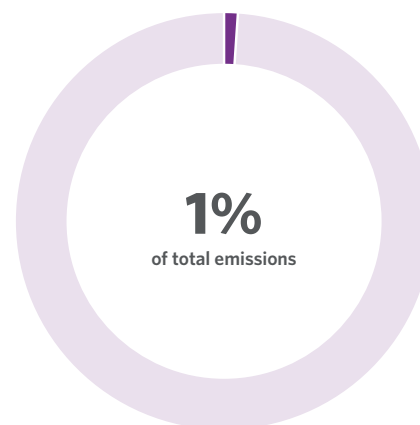
Opportunities & Enablers

UK, US and EU-based suppliers will need to achieve net zero by 2050, in line with local regulations. Other businesses and competitors will request the same information, which will pressure supply partners to measure emissions and target decarbonisation.

Change Leadership

Figure 7: Emissions sources included in change leadership

Change leadership



GHG emissions associated with employee actions include commuting to work and travelling for business. These emissions will mainly be addressed through behavioural change, which will educate employees about how they can adapt their current actions to help reduce Optimas' emissions footprint. We can help incentivise behavioural change through investment initiatives like salary sacrifice for employee-owned EVs, cycle-to-work schemes, and contributions towards travel cards.

Key Challenges

Encouraging employees to change habits, i.e. around the use of petrol and diesel cars.

Opportunities & Enablers

The ban on new combustion engine cars being sold in the UK and in an increasing number of US states will help enable the transition to EVs for grey fleet. The 'Fly Net Zero' 2050 net zero target for aviation will help achieve lower carbon business travel.

Our Progress Towards Achieving Net Zero By 2050

	2022	2023	2024	YTD
Location type/Country	GHG Emissions (tCO ₂ e)	GHG Emissions (tCO ₂ e)	GHG Emissions (tCO ₂ e)	Trend (%)
Scope 1 [†]	10,866	6,939	2341	-79%
Natural Gas	1,880	1,394	985	-48%
Transport	5,033	1,699	1,105	-78%
Other Fuels and Refrigerants	3,953	3,847	250	-93%
Scope 2 [†] (Location-based)	3,882	3,689	3329	-14%
Scope 2 [†] (Market-based)	3,571	2,234	1497	-58%
Total Scope 1 & 2 (Location-based)	14,748	10,628	5,669	-61%
Total Scope 1 & 2 (Market-based)	14,437	9,173	3,838	-73%
Scope 3	227,628	233,058	210,421	-8%
1. Purchased Goods and Services	191,435	197,506	164,068	-14%
Resold Products	185,042	191,003	156,817	-15%
Goods and Services	6,393	6,503	7,250	+13%
2. Capital Goods	691	590	893	+29%
3. Fuel and Energy-related Activities	2,613	1,721	1,364	-48%
4. Upstream Transportation and Distribution	16,079	16,935	27,797	+73%
5. Waste Generated in Operations	139	155	150	+8%
6. Business Travel	877	611	543	-38%
7. Employee Commuting	2,048	1,911	1,530	-25%
9. Downstream Transportation and Distribution	4,282	4,066	3,359	-22%
10. Processing of Sold Products	7,787	7,607	10,192	+31%
12. End-of-Life Treatment of Sold Products	1,675	1,957	525	-69%
Total All Scopes (Location-based)	242,376	243,686	216,090	-11%
Total All Scopes (Market-based)	242,065	242,231	214,259	-11%

Our journey to net zero by 2050 is a shared commitment across every part of our global organisation. Together, our teams are increasingly driving change and taking responsibility for reducing GHG emissions while maintaining operational excellence.

Since 2022, we have made strong progress across all emission scopes, measured transparently and honestly, and are moving away from estimations that lead to overstatements.

[†] Obtained verification to reasonable assurance

Our Progress Towards Achieving Net Zero By 2050

Continued

GHG Emissions Reduction Performance Overview (2022 to 2024)

→ Scope 1 & 2 emissions (market & location based)

📈 On track/outperforming

Between 2022 and 2024, Optimas reduced total direct and indirect GHG emissions by 73%, (market-based) from 14,437 tCO₂e to 3,838 tCO₂e.

Scope 1 and 2 (location-based) emissions decreased by 62%, from 14,748 tCO₂e to 5,669 tCO₂e over the same period.

This significantly outperforms our annualised reduction target of -6.8%, which projected a 13% cut by 2024.

→ Scope 3 emissions

📈 On track

In 2024, GHG emissions from indirect activities (Scope 3) decreased by 8%, totalling 210,421 tCO₂e. However, emissions from Upstream Transportation and Processing of Sold Products increased, highlighting areas for future focus.

Progress towards our Scope 3 reduction was driven by improved data collection and increased engagement with suppliers. This contributed to us being on track with our YTD target for net zero by 2050 being 6.4%.

Altogether, our total emissions across Scopes 1, 2, and 3 have fallen roughly 11% against our 2022 baseline.

How We Achieved Reductions in Our Emissions

- Increasing renewable electricity procurement globally
- Right-sizing our Americas fleet and transition of 81% of our material handling equipment (MHE) in warehouses to electric power.
- We moved from estimated to actual data in our emissions calculations, increasing accuracy and control
- Improved our Scope 1 & 2 calculations methodology, including calculating emissions from HVAC systems more accurately
- Improved data collection at the part-level from supply partners especially for Purchased Goods and Services, strengthening understanding of emissions hotspot by material type better manage and reduce our biggest Scope 3 source.

Insetting, Offsetting & a Just Transition Plan

Insetting, meaning reducing emissions within our own value chain, is integral to our long-term decarbonisation programme. We plan to pilot value-chain carbon reduction projects by 2030. Offsetting activities, which invest in external projects to neutralise residual emissions, are reserved for post-2030 to align with high-integrity credit standards.

All our emissions accounting follows the GHG Protocol standards, ensuring consistency and rigour. While our approaches to adaptation and transition continue evolving, we maintain a clear focus on mitigation and hold ourselves accountable through annual public reporting.

2022 & 2023 GHG Emissions Restatements

Following detailed data reviews and governance improvements, we have decided to restate our 2022 and 2023 GHG emissions, refining operational boundaries and improving data inputs to better reflect the reality of our impact areas.

Increased Coverage

Inclusion of shared and 3rd party facility electricity and fuel consumption data under Scope 1 & 2

Refined Fuel Categorisation

Propane fuel was reallocated correctly from Natural Gas to Other Fuels and Refrigerants, improving scope attribution.

Inclusion of all ERP Systems

Legacy system data were incorporated, and inter company procurement transactions excluded to avoid emissions double counting in Scope 3.

Freight and Transportation Emissions

Shifted from extrapolated estimates to actual carrier shipment data for increased precision.

Reclassification of Leased Assets

Emissions from third-party warehouses were reclassified under Scope 1 and Scope 2 to align with operational control principles

This year, we achieved external verification of our Scope 1 and Scope 2 emissions, providing added confidence in our reported figures. The focus for the future is to extend this verification to the most material Scope 3 categories.

Why the Way We Measure Matters

Location-based emissions represent the carbon impact of the electricity Optimas consumes, calculated using the average carbon emissions from each country's grid, regardless of any green electricity contracts.

Market-based emissions currently reflect the same energy use but adjust emissions downwards if we buy green energy, showing the impact of our renewable energy investments.

SBTi guidance recommends reporting both methods, recognising that achieving net zero requires a range of actions and solutions.

However, there is growing recognition that relying solely on green tariffs does not encourage new renewable projects or lead to actual reductions in total system emissions. As the Climate Change Committee states, "Green tariffs... rarely lead to any decarbonisation of the system." (theccc.org.uk).

Therefore, while we report both figures, we remain transparent about their limitations. We are committed to taking more impactful actions, including onsite renewable generation where feasible, to drive genuine reductions in our electricity-related emissions.

Our Approach To Biodiversity Loss Mitigation

We know that our operations exist within larger ecosystems, both natural and human.

Our success as a business is linked not only to efficiency and performance, but also to the health of the environments in which we operate. As we deepen our journey towards responsible environmental stewardship, biodiversity is emerging as a critical area where we are building understanding, refining our approach and embedding action across our operations.

We are still early in our journey to address biodiversity loss as a global business. While we have established clear commitments and frameworks to assess and manage our impacts, we also know that much remains to be done. Our focus today is on building a strong foundation: one rooted in honest assessment, transparent planning, and inclusive participation across our sites and teams.

What does biodiversity mean for Optimas?

Biodiversity refers to the variety of life on Earth. From plants, animals, fungi and micro-organisms and the ecosystems they form.

For an industrial company like Optimas, understanding biodiversity means paying attention to how our sites and activities interact with local habitats, species, and natural resources. These interactions may be direct, such as through land use or stormwater runoff, or more subtle, such as how our operations influence nearby ecosystems over time.



Progress Towards Biodiversity Loss Mitigation

In 2024, we undertook a desktop biodiversity screening of 37 operational sites. This initial assessment was a critical first step in identifying where our facilities interact with sensitive ecosystems and species. Using tools like satellite imagery and biodiversity data platforms we evaluated sites based on:

- Proximity to protected areas and natural features (woodlands, wetlands, water bodies).
- Land-use patterns and surrounding developments.
- Presence of notable or endangered species.
- Ecological services provided by the site's environment (such as pollination, water purification, or carbon storage).

- Cumulative impacts from nearby industrial or residential development.

This assessment helped us pinpoint sites where our impact is most significant, either due to environmental sensitivity or development pressure. While we don't yet have quantified biodiversity performance indicators or baseline year data, this work lays the groundwork for setting more specific goals.

We align our response to biodiversity risks with the mitigation hierarchy, a framework that guides how to manage environmental impacts responsibly:

- **Avoid** harmful impacts wherever possible by improving the planning and siting of new activities.
- **Minimise** unavoidable impacts by improving how we manage water, waste, and hazardous materials.
- **Restore** habitats where feasible, such as by reintroducing native plants or maintaining green spaces.
- **Offset**, when needed, through partnerships or community engagement aimed at protecting biodiversity beyond our own footprint.

We are adopting these principles at site level. In one of our facilities we have identified opportunities where we can support woodland restoration, and in another we are able to protect a nearby estuary from further encroachment.

We do not directly own the land where our facilities are established, this limits our ability to directly manage and influence the implementation of biodiversity projects. As such, more immediate efforts are focused on reducing water waste, managing waste generation and opting for practices that reduce pollution.



Biodiversity metric	Unit of Measure	2024	Explanation
Water withdrawal	M3	18,878	Based on our core global facilities
Waste generated	Tonnes	2,237	Most significant waste stream types: commercial & industry waste, metals and plastic packaging.
Waste diverted from the landfill.	%	73	
Plastic waste generated	Tonnes	445	

Global Environmental Management System

Through our robust environmental management system, we are implementing responsible practices and driving accountability across our business. In 2024, 60% of our facility-based workforce operated under ISO 14001 certified sites, a key milestone in our environmental management journey.

2024 Global ISO 14001 Coverage: 60% of the facility-based workforce covered under ISO 14001 certified sites	
International Region	Americas Region
69% of facility-based employees operate at ISO 14001 certified sites	50% of facility-based employees operate at ISO 14001 certified sites

Refer to 'Coverage of Sustainability activities' under our 'About us' chapter to understand facilities in scope. Certificates are available via the Optimas website.

We manage our environmental impact through structured policies, employee engagement and measurable progress. Our focus spans waste reduction, pollution prevention and energy efficiency. These are embedded by our Health, Safety & Environment (HSE) department to ensure every site moves closer to full ISO 14001 alignment. Specifically, we have implemented the following actions based on environmental risk assessments that reflect our unique environmental impact areas.

Our Environmental Management System (EMS) sets clear standards, audited by third parties to ensure continuous improvement. While not all sites are yet ISO 14001 certified, we have prioritised central hub locations with significant activity for certification, achieving more than 50% of coverage. While not formally certified, all other sites have also adopted our global policies and procedures aligned with ISO 14001 principles of adopting a risk-based approach, implementing continuous improvement systems and pollution prevention.

Risk-Based Approach

From spill response training to protecting water systems, we enforce safeguards to avoid contamination. Every employee plays a role in reporting risks immediately.

Continuous Improvement

Our EMS isn't just a policy; it is a living, breathing play-book that has been carefully embedded into our daily operations. Employees are empowered to segregate waste, report incidents, and suggest improvements. If in doubt, our HSE team provides guidance to drive teamwork across departments.

Pollution Prevention

We are cutting energy use through LED lighting, efficient machinery, and employee-led initiatives such as reducing idle time. We prioritise reducing waste at its source, reusing materials, and recycling wherever possible. Hazardous waste, like batteries and aerosols, follows strict handling protocols to prevent environmental harm.

These practices align with our wider net zero carbon pathway and actions.

Future targets and plans to further improve environmental impacts management in 2025:

International Region	Americas Region
80% of workforce operate in ISO 14001 certified sites.	Maintain Wood Dale ISO 14001 certification.
Roll out ISO 45001 certification at all core International sites.	Secure ISO 45001 certification at Wood Dale site.
Conduct monthly toolbox talks and quarterly refresher training sessions for all operational staff.	Environmental risk assessments carried out.

Our ISO 14001 certification coverage efforts highlight our commitment towards our people and planet. Through the introduction of our facility framework, we have been able to prioritise and target certification across sites that would benefit from them the most. We are aiming to increase coverage to 80% in 2025 and 2026.

Environmental, Heath, & Safety Director, International



Energy Management & Stewardship

At Optimas, energy stewardship is a shared commitment that drives cost-efficiency, lowers environmental impact, and builds resilience amid evolving global challenges.

Our ongoing decarbonisation journey is grounded in transparency and accountability, guided by a unified environmental framework across all operations. Progress reflects meaningful reductions in greenhouse gas emissions from both direct and indirect sources, supported by smarter processes and strategic investments.

Progress Towards Reduced Electricity Use

This year, 60% of our electricity was sourced through certified REGO and REC contracts, up from 17% in 2023, reflecting our initial efforts to contribute to the clean energy transition at this point in our journey. Efforts to ensure credibility led to the verification of our market-based emissions reduction. While these certificates confirm renewable energy’s origin, they can be traded separately from the electricity itself, meaning suppliers might buy conventional power but use certificates to claim renewable sourcing. This limits their impact on actual on-site decarbonisation. Recognising this, future clean energy project includes the generation of our own renewable energy to achieve the real elimination of fossil fuel use.

At the same time, last year we worked to empower local teams to identify and implement energy-saving opportunities. We invested in localised energy audits beginning with detailed reviews at our

UK headquarters, warehouses and manufacturing sites to pinpoint our largest sources of consumption and prioritise practical improvements. This approach helped leverage our unique operating model as well as set building blocks for strengthening the cohesive energy stewardship practices of our global workforce.

Progress Towards Reduced Fuel Use

In 2024, we reduced overall fuel consumption by 29%, driven by key operational changes and improved data accuracy. This significant reduction was primarily due to:

- Consolidation of the Americas’ HGV fleet.
- Reduction of heating elements in the parts washer in Wood Dale factory.
- Increased electrification of Material Handling Equipment (MHE).
- Transition from estimated to actual fuel data for MHE.
- Short-term electric vehicle trials in the UK.

60%

Of our electricity was sourced through certified REGO & REC contracts. Up from 17% in 2023

Progress Towards Reduced Fuel Use

Vehicle type	International Region	Americas Region
Commercial vehicle - vans	21	74
Commercial vehicle - HGVs	6	
Company cars	49	20
MHE (warehouse equipment)	47 (39 Electric)	198 (160 Electric)

Progress Towards Reduced Electricity Use

Metric	2024	2023	Trend
Electricity consumption (kWh)	9,315,435	9,972,564	-6%
Renewable electricity purchased (kWh)	5,677,728	1,709,958	+232%
% Electricity from renewable contracts	61%	17%	+43%
Natural gas use (kWh)	5,386,128	7,618,786	-29%
Fuel (propane, LPG, diesel, petrol) (kWh)	5,395,353	8,138,179	-30%
Overall energy (kWh) reduction in %	—	—	-21%

Planned Actions For 2025 Onwards

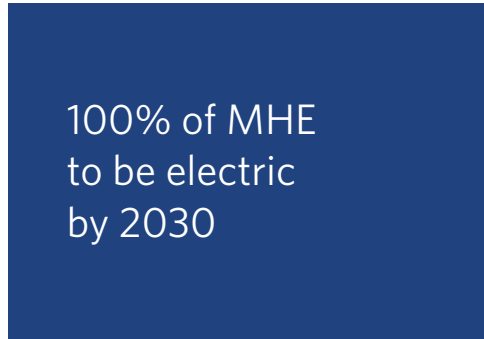
Solar photovoltaic (PV) installation in the UK and France based facilities



Rollout of 100% renewable energy certificates across the International region



100% of MHE to be electric by 2030



HVO to be trialled as transition fuel for the International fleet in 2026



Electric company cars 2030



EV salary sacrifice scheme for the International employees





Case Study

UK Electric Vehicle Trial

Our commitment to reducing carbon emissions across our operations is unwavering. A key component of this is the decarbonisation of our fleet, which represents a significant opportunity to mitigate environmental harm. In 2024, we initiated a trial in our UK fleet to assess the feasibility of adopting electric vehicles (EVs). Our UK fleet comprises of two types of vehicles – vans used for multiple deliveries of small quantities of materials and large vans which are used to transport larger volumes to longer distances.

The trial aimed to evaluate the cost-effectiveness, feasibility, logistical implications and performance of EVs against Internal Combustion Vehicles (ICE). While EVs were more successful in the larger van category, the trial unveiled that we are not yet ready to fully shift to EVs for the following reasons:

- The cost of hiring EVs presented a 30% uplift compared to ICE vehicles.
- Not all facilities were equipped with EV charging ports, limiting flexibility.
- Increased charging times disrupt the ability to maintain fast deliveries.

While full EV adoption is not viable for immediate deployment, as an initial step, we are exploring the use of Hydro-treated Vegetable Oil (HVO) as an alternative to traditional diesel as we work to transition to a completely electric fleet. The trial has reinforced the long-term benefits of EV adoption for the business. EVs produce zero tailpipe emissions, helping us lower our emissions and improve the air quality of the communities we serve. They also require lower maintenance costs, which could lower our serving costs over time. Additionally, EVs can offset the high upfront costs when leveraging lower electricity rates (£/kWh), making EVs a compelling option for the future.



While fossil fuels remain part of our current operations, the electrification and decarbonisation of our fleet is not only in scope, it is inevitable. We are actively planning for a future where our fleet is cleaner, more efficient, and aligned with our broader sustainability goals.



VP, International Operations

CHAPTER 3

Sustainable Products & Production

Our products carry the biggest environmental footprint. In this chapter, we share how we are embracing circular principles and working with supply partners to create long-term value for customers and the planet.





76%

Of our total global greenhouse gas emissions come from the fasteners we make and source

Sustainable Products & Production

Of our total global greenhouse gas emissions, 76% originate from our value chain, specifically from the raw materials used in fastener production and the products we source from supply partners. These fall under Scope 3 indirect emissions, and they reflect the extended impact of our business beyond our own operations.

This is one of the most complex areas to tackle, we are building the tools and partnerships we need to make a lasting change. In 2024, our manufacturing made meaningful progress towards improving the circularity of our internal procurement practices, moving towards practices that reuse existing raw materials and reduce waste. At the same time, our International teams focused on better measuring emissions from imported products, driven by new requirements under the EU’s Carbon Border Adjustment Mechanism (CBAM).

Circular Manufacturing

Circularity presents a significant opportunity to reduce emissions associated with our raw material use. Given our greater operational control at our manufacturing facilities in Wood Dale (USA) and Droitwich (UK), our initial focus has been to enhance circularity within our own fastener production.

A key area of progress has been increasing the proportion of recycled materials used in our manufacturing processes. This shift reduces our reliance on virgin raw materials, which typically require carbon-intensive extraction methods. Instead, we are leveraging materials already in circulation, sourced from high-quality scrap.

Both of our plants utilise cold forming techniques, an energy-efficient manufacturing process that inherently reduces material waste. If scrap is generated due to equipment malfunctions or product defects, it is not discarded, instead, this scrap is sold to certified recyclers, re-entering the value chain as raw material for new applications. This approach enables these materials to have a second, third, or even a fourth life.

US Manufacturing - Material Circularity

Year	Material	% of Recycled Input Materials	Total Material Used (Tonnes)	Total scrap recycled (Tonnes)
2022	Steel (incl. Stainless)	86%	4683	504
2023	Steel (incl. Stainless)	87%	5932	512
2024	Steel (incl. Stainless)	89%	5182	329

UK Manufacturing - Material Circularity

Year	Material	% of Recycled Input Materials	Total Material Used (Tonnes)	Total scrap recycled (Tonnes)
2022	Steel (incl. Stainless)	Unknown	1,920	227
2023	Steel (incl. Stainless)	Unknown	1,997	235
2024	Steel (incl. Stainless)	26%	2,132	160

Case Study

Partnering for Progress: Charter Steel & Optimas Wood Dale

As a key supplier to Optimas, Charter Steel exemplifies responsible sourcing through its commitment to circular manufacturing and carbon reduction. As of 2024, our Wood Dale, IL manufacturing plant supplies come solely from Charter Steel aiding our net zero decarbonisation efforts in our highest impact area: raw material.

Charter Steel's Sustainability in action:

- Charter Steel is first steel mill in North America to receive ISO 50001 Certification (Energy Management).
- Winner of 2022 Department of Energy Award for Scrap Pre-heat energy and greenhouse gas reduction.
- Largest single site recycler in Wisconsin
- ~95% recyclable steel made from scrap.
- Charter Steel uses Electric Arc Furnace (EAF) technology at their Cleveland and Saukville (USA) sites.
- EAF has 75% fewer CO2 emissions vs. Basic Oxygen Furnace (BOF) steelmaking.
- 44.4% fewer man-hours per ton of steel.

- 90% of water used is treated and returned to the environment.
- Charter Steel's Saukville Solar field generates 27 million kWh of electricity per year (30,000 solar panels).

Charter Steel's approach aligns with Optimas' sustainability goals by reducing upstream emissions and strengthening the circularity of our supply chain.



**CHARTER
STEEL**



Improved Product Measurement Practices

Our ability to reduce emissions starts with understanding them. This created a need to improve the accuracy of our carbon footprint calculations related to purchased fasteners.

Through an internal review, supported by teams across procurement, data and engineering, we improved the accuracy of weight records for purchased parts in our core Enterprise Resource Planning (ERP) system. This led to a more precise picture of the raw materials entering our business and helped correct previously overestimated emissions.

We also corrected a long-standing issue of double-counting emissions for parts transferred between Optimas regions. These internal transfers were previously recorded as separate purchases. In line with the GHG Protocol, we now count emissions only once, at the point of initial purchase. This adjustment reduces our reported emissions further and reflects our ongoing efforts to align with best practices in carbon reporting.

Fastener Material	Total Product Purchased (tonnes)
Steel	39,095
Nylon/Plastic	5,065
Rubber	390
Stainless Steel	1,512
Aluminium	254
Brass	129

Preparing for the Carbon Border Adjustment Mechanism (CBAM)

Last year, we imported approximately 3,250 tonnes of product into the European Union (EU) from non-EU countries. These imports came from around 100 supply partners based in Taiwan, Türkiye, China, the United Kingdom, the United States, India, Japan, Canada and Thailand.

The Carbon Border Adjustment Mechanism (CBAM) is a European regulation designed to reduce carbon emissions from imports and prevent “carbon leakage” when production shifts to countries with looser climate policies. In preparation, we brought teams from across the business together and engaged deeper with our supply chain. CBAM will come into full effect on 1 January 2026, and our early action reflects our commitment to staying ahead of regulatory changes.

By aligning with CBAM reporting requirements now, we are not just following the rules, we are building a stronger foundation for responsible sourcing, supply partner engagement and emissions transparency across our international operations.

60%

60% of our supply partners representing 71% total 2024 International region spend, signed code of conduct

Supplier Partnerships

Our Supplier Code of Conduct is at the heart of how we govern our global supply chain. It sets out clear expectations around legal compliance, responsible operations, and product safety. Whilst all our supply partners are expected to adhere to the Code of Conduct as part of doing business with Optimas, we are actively requesting signed acknowledgements from our supply partner base.

Sixty percent of supply partners representing seventy one percent of the International region's 2024 spend have now signed the Code of Conduct. This marks an important step in strengthening transparency and accountability across our network, and we are committed to increasing this coverage year on year. These include commitments to:

- Integrity, quality and continuous improvement.
- Hazardous materials handling aligned with environmental laws.
- Legal and ethical obligations regarding product components.
- Mandatory training and compliance acknowledgement.

This document ensures compliance with laws impacting final product safety, including REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals).

Our internal controls and procedures are rooted in our ‘Excellence’ and ‘Accountability’ values and driven by our promises to ensure the safety and quality of our products.



Supply partner incidents are tracked and assessed using the Product Quality Issue (PQI) Tracker, which serves as an early warning system for customer-impacting risks. Product safety is supported through Production Part Approval Process (PPAP), Failure Mode and Effects Analysis (FMEA) and validation testing.

Customer Health & Safety

At Optimas, customer Health and Safety are governed by rigorous monitoring and remediation of product non-conformance. SASB guidelines classify a “non-compliance incident” as any case where products or services fail to meet contractual or regulatory expectations.

Our International region tracks the number of customer concerns, capturing the level of disruption and dissatisfaction experienced due

to quality lapses. In contrast, the Americas region reports both incidents, encompassing any deviations from product or delivery standards and defects, a subset of incidents that specifically impact product form, fit, or function, such as dimensional, mechanical, or material failures. This regional distinction allows us to precisely monitor customer impact, isolate root causes and tailor corrective actions to continuously enhance our quality performance across markets.

Region	2023 Incidents	2024 Incidents	Y-O-Y change	Key Insights
International	189	158	-16%	Region met its 2024 target of (average) 15 concerns per month [max].
Americas	282	137	-51%	Significant drop in incidents due to tightened oversight of suppliers.

International Summary

Our International region has realised a positive steady reduction in incident rates from 2022 through to 2024. In 2024, the region met its target of less than 15 incidents per month and is on course to hit its reduced 2025 target of 14 per month. Incident rate has been identified as the most effective measure of customer disruption for the region and is therefore the primary metric, driving proactive quality management and ongoing corrective measures. Quarterly Business Reviews (QBRs) are held with key customers where quality performance is reviewed rigorously against the customer’s own measurement system. For example, one of our largest customers adopts a scoring system based on disruption points. A dedicated quality improvement project was launched in 2024 with this customer, resulting in an average monthly disruption score reduction from 254 per month in 2023 to just 72 per month in 2024. Through proactive monitoring, continuous adoption of customer feedback and efforts across the internal team, the region continues to deliver high customer Health and Safety.

Americas Summary

In the Americas, feedback is gathered via site-specific scorecards, internal and external reviews and a targeted Voice of Customer survey for the region’s top 25 customers. This structured input drives corrective actions across Customer Service, Quality and Operations. Between 2023 and 2024, total supplier incidents decreased by 51% (from 282 to 137), and defects fell by 43% (from 182 to 103), reflecting significant performance improvement. Additionally, a warehouse efficiency project, developed collaboratively with a key customer, led to better replenishment flows, enhanced safety and increased delivery quantities. Expanded business continuity planning and formalised Quality Management System documentation further strengthened the region’s enabling delivery of enhanced customer Health and Safety.

Supply Chain Auditing

Last year, we successfully completed 158 audits across our global supply chain. We also completed 58 out of 80 unplanned audits.

	2024	2023
Total planned audits completed	158	132
Targeted planned completions	215	200

Our auditing measures have had significant impacts in reducing the number of supplier incidents. In 2024, we recorded 446 incidents, a notable reduction from 534 in 2023. Supplier incidents include areas of occupational Health & Safety, environmental impact, workplace conditions, contamination of the product and non-conformance. Supplier audit selection criteria is risk based, including, but not limited to criteria such as previous audit result, total spend, time-period between audits, and previous audit result.

It includes compliance with laws on anti-slavery and human trafficking, prohibition of use of child and forced labour, equal opportunity, safe and sanitary working conditions, environmental responsibility, data protection, fair remuneration, anti-bribery and unfair business practices.

We audit our suppliers on compliance with our Supplier Code of Conduct, relevant certifications such as IATF 16949 (for automotive parts), ISO 9001, ISO 14001, ISO 45001, and their quality and delivery performance.

To ensure accountability and continuous improvement, all audited suppliers are scored on a scale of 1 to 10 per audit question based on the question criteria.

- **A score 6 or below** is classified as non-conformance. (C-Rated)
- **A score of 7 or 8** is marked as under observation. (B-Rated)
- **A score of 9 or 10** is classified as achieved. (A-Rated)

Supply partners identified with a non-conformance status are required to submit a corrective action plan within one month. The corrective action plan is reviewed by our Supplier Development Audit Team to ensure the effective addressing of the non-conformities identified. The audit is closed once evidence of completed actions has been received and accepted, or, if required, following a re-audit conducted by the relevant auditor.

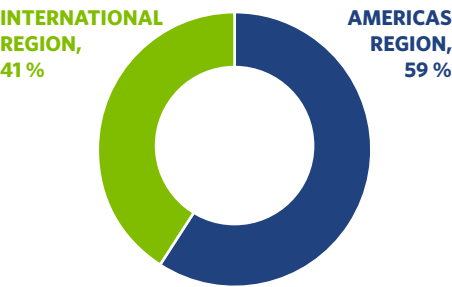
We will be actioning our Supply Partner Awards Programme to recognise our supply partners who consistently demonstrate excellence in compliance, quality, speedy delivery and ethical standards. This initiative promotes our THREAD values down to our supply chain.

To ensure compliance, we conduct both in-person and desktop audits. In-person audits are reserved for product-related and full operational reviews, while desktop reviews are conducted primarily for reviewing certifications.

Supply Chain Risk Assessment & Management

From our total base of 4,000 supply partners globally, we focused on those representing the top 80% of our global spend, approximately 20% of the supplier base. This allowed us to concentrate on the supply partners with the greatest potential risk and impact.

2024 Total Supply Partners



In collaboration with the University of Bath, independent teams identified the broad range of sustainability risks in both the Americas and International supply network regions using an ISO 20400-aligned approach. We are now better positioned to understand key risks to meet evolving regulatory expectations and strengthen our supply chain management. The findings provide a clear focus for targeted engagement across 100 supply partners with elevated risks across the below areas. These suppliers and risk areas will be targeted via a development of a Sustainable Supply Chain Programme that will address the risks identified.

Environmental Risks

Inadequate waste management, poor reporting practices, and high water and energy consumption were identified as fundamental environmental risks. Additional concerns

included the use of hazardous materials such as lead, pollution from mining and smelting activities, and limited transparency in greenhouse gas (GHG) emissions tracking among key supply partners.

Social Risks

Possible social risks were associated with potential human rights violations and the absence of comprehensive management systems for Health & Safety. Additionally, an absence of best practice in management of diversity and inclusion among workforce and well-being have been highlighted for improved transparency.

Governance Risks

The possible risks posed by governance include weak ethical governance in certain suppliers' countries, including limited anti-corruption controls and lower transparency and disclosure practices.

Geographic Risks

These risks stem from differences in regulatory enforcement, national energy grid composition, and exposure to climate-related impacts. In some regions, such as China, India, and Taiwan, sustainability regulations are often perceived as less stringent, creating potential risks around compliance standards and reputational exposure. By contrast, in the United States and the European Union, the increasing stringency and rapid evolution of regulatory frameworks present risks associated with compliance complexity, operational adjustments, and potential cost implications.

CHAPTER 4

Culture at Optimas

This chapter highlights how we support our people, through health, safety, engagement, and community giving across our global business. A healthy planet and a strong team are both vital to our future.



Culture at Optimas

At Optimas, our company culture is the beating heart of all our activities.

We are committed to building a high-performance culture rooted in our core THREAD values – Teamwork, Honesty, Respect, Excellence, Accountability and Drive. These values guide our everyday actions and decisions ensuring clarity, consistency, inclusion and accountability across our global operations.

28% and 31% of our employees in the Americas and International regions, respectively, are women

38% of Americas Senior Leadership team are women

14% of International Senior Leadership team are women

Health, Safety and Employee Wellbeing

Due to our diverse global operations, the associated Health & Safety risks are also diverse in nature. From warehouse facilities, manufacturing plants, to our office spaces, understanding the unique risks to our workforce is critical for the physical and psychological safety of our teams. That is why our approach to safeguarding our workforce is a critical area of

continuous improvement across areas such as:

- Material handling during product movement, docking and unloading.
- Forklift operations and working at height carried out in the warehouse facilities.
- Fire hazards, drilling machinery, chemical/oil spills, some of which might be flammable.

The potential impacts of these risks are not only on our employees but also on the surrounding environment. To mitigate these risks, all employees receive comprehensive training during their onboarding, tailored to the specific hazards of their work environment.

262 new employee hires

30% annual global turnover

Country	Average unadjusted gender pay gap %
USA	-3.7%
Mexico	15.7%
UK	-3.3%
France	15.7%
China	15%
India	22.5%
Turkey	5%

The table above shows the average unadjusted gender pay gap percentage of male employees versus female employees.

Employee Benefits

We are proud to offer a competitive and comprehensive benefits program. This is one of the many ways in which we show our appreciation for the important role our employees play in our success. These benefits are available regardless of role or seniority to all eligible employees. Below are some examples but not an exhaustive list.

- Competitive salary & performance-based bonuses.
- Pension contributions (401K) & life assurance scheme.
- Paid annual and sick leave.
- Work-life balance - Hybrid and flexible working opportunities.
- Employee assistance programe (EAP) or equivalent wellbeing support services.

Supporting Mental Health in our UK HQ

At our Gloucester site, we are expanding on the definition of safety.

Alongside traditional roles like First Aiders and Fire Marshals, the site has now five certified Mental Health First Aiders. These team members are trained to offer an early point of contact for colleagues experiencing mental health challenges, by providing a listening ear, guidance, and connection to professional support when needed.

Why does this matter?

Because safety isn't just physical, it is emotional too. By embedding mental health support into the workplace, we are creating a culture where people can speak up, feel seen, and know they are not alone.

Parental Leave

We provide equal and inclusive maternity, paternity, adoption and shared parental leave to all eligible employees, regardless of gender, role, or seniority. Our policy promotes shared parenting and recognises the diverse ways families are formed.

To support a smooth return, we offer flexible options such as phased returns, hybrid working, and adjusted schedules where operationally possible.

Our Health & Safety Management System

We maintain a safe working environment and comply with all the applicable Occupational Health & Safety (OH&S) legislation across all our entities. Currently, 28% of the International region’s facility-based workforce are covered under ISO 45001 certified sites. However, we are actively working to

extend this as a best practise approach across all our facilities. Health & Safety inspections occur monthly as standard, based on topics and requirements outlined from risk assessments carried out at facilities.

Metric	Methodology	Americas	International	Optimas Global	Industry Benchmark
Number of people in the workforce (including remote)	Global HR data	517	724	1241	N/A
Lost Time Injury (LTI) everity Rate	(LTI / Total # Hours) x 200,000	0.87	0	0.36	0.8 to 6.9*
Lost Time Injury (LTI) Frequency Rate	Number of lost time injuries in the reporting period x 1,000,000 / Total hours worked in the reporting period	4.37	0	1.82	1.0 to 2.5*
Number of Days Lost to Injuries		4	0	4	<90
Number of Work-Related Accidents	H&S team data	12	7	19	2 to 4 per million hours
Fatality rate		0	0	0	0.5 – 1.5 per 100,000 workers*
Near miss events		7	2	9	N/A

We follow a proactive and people-focused approach to Health & Safety. In 2024, we lost 0 days due to illnesses or work-related injuries, we also recorded 0 fatalities. We consult with our employees on key areas that may affect their Health & Safety. The main types of work-related injuries or illnesses tend to be low in severity and usually involve cuts, slips, trips or manual handling.

We ensure that all of our employees remain informed about our Health & Safety policies through training sessions. Signage is visible throughout our facilities.

We conduct regular risk assessments and inspections to identify measures to eliminate, reduce and control hazards.

Our low severity and frequency rates showcases our robust safety culture, driven by a system that prioritises continuous vigilance and prevention.

We hold regular review meetings where accidents and incidents are promptly reported and thoroughly investigated, within no more than 30 days.

Safety improvements are included in the planning and budgeting process, ensuring continuous evolution of our practices.

Maintaining a safe workplace is essential for building a high-performing, sustainable business. Our efforts align with Sustainable Development Goal 8, Target 8.8, which is in place to protect labour rights and promote safe and secure working environments for all.



* Sources: International Labour Organization (ILO), peers reporting in accordance with GRI & country/industry statistics bodies e.g. gov.uk

Training & Development

Our employees are the core of our operations. We are committed to supporting their professional growth by providing opportunities to develop new skills which enable them to advance in their careers.

In 2024, of the 1,287 employees registered in our payroll (including permanent, part-time employees and interns), 1,238 employees received training through Optimas Institute. These training sessions focused on strengthening their role-specific knowledge and supporting their career advancement. Across the organisation, employees completed a total of 7,369 hours of learning with an average of 5.95 hours per learner.

In addition to training through our online platform, we also delivered Instructor-Led Trainings (ILT), facilitated in real-time via Microsoft Teams and in-person. In 2024, ILT sessions saw an 89.7% attendance rate with an 84.4% completion rate. These sessions accounted for 2,340 hours of ILT, with an average of 13.38 hours per employee.

Training in the spotlight: *Diversity, Equity and Inclusion Basics*

In 2024, all employees were mandated to undergo training on DEI. The course addressed crucial topics such as Anti-Harassment and Discrimination awareness, ensuring that all employees were equipped with a knowledge to foster a safe and inclusive workspace. We achieved a 100% assignment coverage, showcasing our THREAD values in action.



Employee Engagement & Communication


Our Quarterly Connect Updates play a key role in keeping our global team informed and connected. They not only provide operational insights but also act as a platform to recognise the achievements of our employees.

The THREAD Awards are an example of employee recognition, celebrating individuals who go above and beyond in their roles while demonstrating our values. Each quarter, five employees are nominated by their peers and selected by a Global Committee. From the quarterly winners, one annual winner is chosen.

In addition, we strengthen engagement and communication through a range of channels. Our Monthly Digest publication, sourced from regional team contributors, is shared electronically with all teammates. Facility monitors across our sites provide timely company news and messaging, ensuring employees remain up to date. Essential updates, including internal business changes, are clearly communicated across all facilities.

This programme reinforces our belief that a strong, value-driven culture is vital for sustainable success.



It has been a validation of all my hard work and with the understanding that what I do matters throughout the organisation. 

Senior HR Manager, THREAD Award Winner

Employee Forum (Gloucester, HQ)

At our Gloucester headquarters, we run a monthly Employee Forum, a space for open conversation, feedback and sharing of ideas. Every session includes a member of the Senior Leadership Team, ensuring that employee voices are heard at the highest level.

The forum isn't just a meeting, it is a driver for change. Ideas shared here have led to real, meaningful improvements to work life, including:

- A dedicated wellness area at Gloucester HQ
- Regular employee socials
- Charity and volunteering initiatives
- Action on suggestions submitted through the employee feedback box

By creating space for honest discussion, the forum helps us build a stronger, more connected workplace shaped by the people who are critical to it.

Employee-Led Giving

Supporting the communities where we operate is a core part of how we do business. In 2024, Optimas employees actively contributed through fundraising, volunteering, and local outreach.

Employee-led initiatives across our global teams supported:

- Macmillan Cancer Support
- Great Western Air Ambulance
- Children in Need
- Save the Children
- Toys for Tots

Events across our global teams included toy and clothing collections, raffles, bake sales, and themed fundraising days, driven entirely by our teams.

→ 48.75 Volunteer Days Contributed

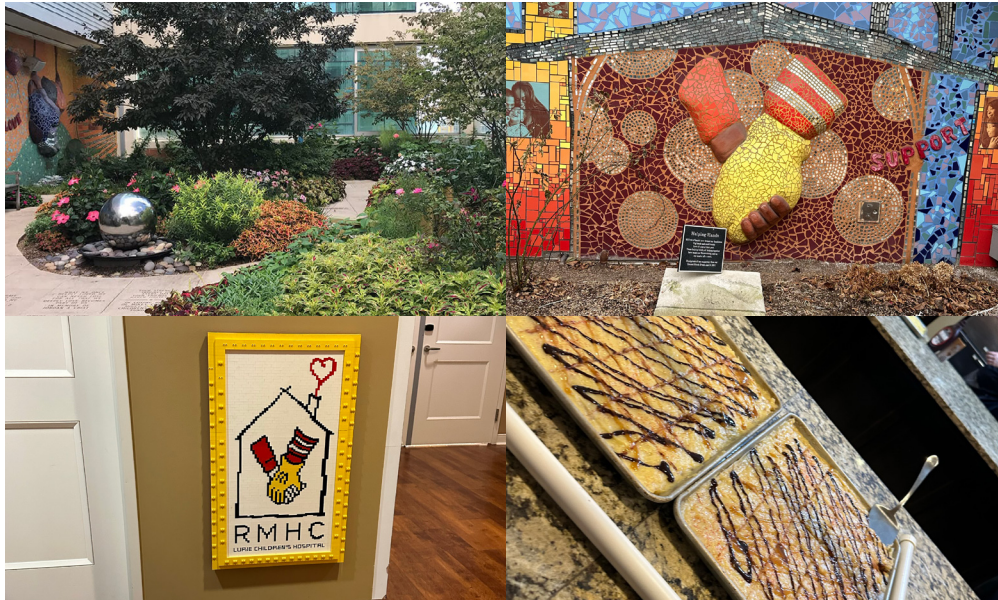
We offer paid volunteer time to eligible employees.

The Americas region contributed 30.75 days, and the International region contributed 18 days to volunteering. With over 1,241 days available across our workforce, there is a clear opportunity to expand our social impact.

Charity bake off for Children in Need

Our Gloucester Headquarters hosted a Children in Need baking competition and cake sale, with all proceeds going towards the annual Children in Need appeal. The BBC Children in Need charity is committed to ensuring that every child has the opportunity to thrive and reach their full potential. They believe that every child deserves someone to rely on for help and support to overcome life's challenges





Volunteer of the Quarter Americas Region

Every quarter, we recognise people who make a positive impact on the society, through our Volunteer of the Quarter Award programme, featured in our Quarterly Connect Updates.

In the first quarter of 2024, the Wood Dale based HR team were recognised for their heartfelt service at the Ronald McDonald House Charities near our US manufacturing facility. Supporting families with children receiving treatment at Lurie Children's Hospital, the team spent their day preparing warm, comforting meals, fostering a sense of care during a

challenging time. Their actions reflect the spirit of teamwork and drive that lies at the core of our values. As volunteers of the quarter, they also donated \$500 to Ronald McDonald House to further support their initiatives.



Image Source: Pune Ploggers

Volunteer of the Quarter International Region

Pune Ploggers is a community organisation with a mission to raise awareness of climate change and promote a responsible, eco-friendly lifestyle that reduces harm to the planet. Their activity, known as 'plogging', a combination of jogging and litter collection, originated in Sweden but has been given an Indian twist. By adding an Indian flavour that fosters community spirit and brings together people from all walks of life, Pune Ploggers addresses the pressing waste management challenges faced by Indian cities. The movement also encourages participants to improve their own health and wellness while protecting the environment.

Since its inception, Pune Ploggers has attracted more than 15,000 participants and has collected over 5,750 tonnes of waste. These events highlight how collective community action can drive lasting impact, strengthening both environmental protection and healthy living.

As part of this initiative, an Optimas employee joined a plogging event. This volunteer activity provided the opportunity to contribute to a cleaner local environment while connecting with a movement that continues to have a significant and positive influence.

CHAPTER 5

Governance & Climate Risk

This chapter provides an outline of our approach to sustainability. This includes our governance structure and our climate-risks and opportunities.



Governance & Climate Risk

As a global company, we remain proactive in our approach to comply with evolving and voluntary reporting including TCFD, CDP, CBAM and incoming customer requirements.

For sustainability matters, we operate under a comprehensive governance framework that ensures effective management of sustainability risks.

ESG Reporting Index	2022	2023	2024	Target
CDP				
Climate Change	C	C	D	A
Water	N/A	N/A	C	A
Forest	N/A	N/A	N/A	A
EcoVadis	53/99	53/100	55/100	Platinum

Human & Labour Rights

Our THREAD Code of Conduct, and policies on Conflicts of Interest, Human Rights, Anti-Bribery, Anti-Harassment and Anti-Retaliation are overseen by the Legal and HR Teams. These policies are the critical foundation of Optimas’ corporate culture and can be found in our Policy Register. This Register also includes policies covering other core Legal, HR, EHS and IT matters, ensuring a robust approach to responsible business practices.

EthicsPoint Employee Hotline

Here at Optimas, we have a number of vehicles through which any team member can escalate concerns that our company’s commitment to the ethical concepts of THREAD is not being honoured. Among them is a confidential employee hotline.

Optimas has maintained an employee hotline since its inception so that every Optimas team member has a safe and secure method of communicating their concerns, which helps to drive our culture of honesty and accountability. EthicsPoint is a tool available for anyone around the globe to call attention to perceived or known issues that could have a meaningful impact on a colleague and/or the company.



Governance & Ethics

- 0 confirmed cases of corruption
- 0 cases of confirmed non-compliance with information security policy

Effective governance and oversight across various sustainability topics were a critical driver of the progress made last year. Last year, our governance structure included involvement of Executive Leadership members which included CEO, Americas, CEO, International, Chief of Staff (CoS) and Chief Information Officer (CIO).

Training and development of collective knowledge was maintained through regular ESG training delivered by our Legal Department and third-party consultants.

Our CoS acted as executive sponsor of sustainability, attending the ESG Steering Committee meetings led by the Global Director of Health, Safety & Environmental Compliance. Meetings were then held frequently each month to drive action on a functional level, such as operational or transport-focused sessions.

EXECUTIVE LEADERSHIP
Oversight and monitoring

ESG STEERING COMMITTEE
Decision making

FUNCTIONAL LEADS
Delivery

While formal evaluation of board oversight for sustainability management has not yet been conducted, we are working to establish this area of our governance to strengthen accountability. Mechanisms for raising and remediating concerns includes our hotline, which is well established and accessible to employees. Critical compliance, human rights, and operational concerns are escalated to the highest governance body as required.

We have set clear policies to guide how we act, behave and make decisions across our key sustainability areas. These policies help us stay aligned as a global team. To make sure we are meeting the commitments made, we have introduced measurable targets to track our performance ensuring accountability.

Policy name	Policy scope	Target	2024 performance
Human rights policy	Global	100% of all employees to have an annual review	100%
Health & Safety Policy	Global	100% compliance with mandatory Health & Safety training (of those enrolled).*	94%
		100% compliance with Labour Rights Training (new)	New metric/ not yet disclosed
Child labour Policy	Global	100% of suppliers signed the supplier code of conduct (new)	60%*
THREAD Code of Conduct	Global	10 hours of training per employee by end of 2025 (new)	6 hours/ employee

* International region suppliers only.
** Training titled Environmental, Health & Safety Introduction mandatory to complete once per employee.

Climate-Related Risks & Opportunities

The climate risk register enables us to identify and manage climate-related risks proactively. Insights from this process, alongside identified opportunities, directly inform both our net zero ambitions and our climate adaptation strategies. We monitor progress using recognised metrics, including Scope 1, 2 and 3 greenhouse gas emissions, as well as operational and capital expenditure on climate-related initiatives. Looking ahead, we plan to develop additional measures such as sustainability-linked revenue and cost indicators. Examples of our activities are outlined in the table below, with further detail available in our full TCFD report on our website.

Risk Category & Description	Financial Impact	Management Approach	Key Metrics	Risk Level/Timeframe
<i>Risks that arise from the transition to a low-carbon economy.</i>				<i>Short to Medium: 2024-2039 Medium to Long: 2030-2055 Scenarios: <2°C, 2-3°C, >3°C</i>
Policy & Legal: Enhanced emissions-reporting obligations, e.g. SECR, TCFD, EU CBAM, UK net zero	↑ Operational expenditure	Active Scope 1-3 measurement & reporting (SECR, TCFD); emissions tracking for products; engaged external consultants for regulatory compliance; monitoring CSRD, CBAM	Scope 1, 2 & 3 emissions	High / Short-Medium
Policy & Legal: Enhanced emissions reporting obligations, e.g. SECR, TCFD, EU CBAM, UK net zero	↑ Operational expenditure	Regular legal/ESG monitoring; customer/supplier dialogue; location-specific compliance; product emissions calculations; supplier engagement	Scope 1, 2 & 3 emissions	High / Short-Medium
Policy & Legal: Carbon pricing + taxes	↑ Taxation burden; ↑ CapEx	Net zero 2050-aligned strategy; invest in renewable energy; investigate own-generation (solar, etc.); pursue fleet decarbonisation (EV/H2/HVO); monitor policy	Scopes 1, 2 & 3, net zero targets	High / Medium
Market: Shifting customer attitudes & demands for low-carbon products	↓ Revenue from high-emission products	Product carbon calculation; expansion of low-carbon/recycled-content products (e.g. hydrogen steel); respond to reporting requests	Scope 3, net zero	Medium / Medium
Market: Uncertain market signals (volatility, access to capital)	↓ Revenue ↓ Capital Access	Business model adaptation; scenario planning; supply/demand monitoring; customer & investor engagement	n/a	Medium / Short-Medium
Market: Increased cost of raw materials (carbon prices, decarbonisation)	↑ Operational expenditure	Carbon footprinting of products; evaluation of alternative materials; cost management and innovation	Scope 3	Medium / Medium-Long
Technology: Investment in lower-emissions tech (OpEx & CapEx risk)	↑ CapEx	Implementation of energy-efficient upgrades (e.g. LED, HVAC); migration to efficient data centres; >59% renewable energy sourcing	Scope 1 & 2	High / Short-Medium

Physical Risks

Risks from acute and chronic physical climate impacts
Timeframes: Short to Long [2024 to 2055].

Risk Category & Description	Financial Impact	Management Approach	Key Metrics	Risk Level/Timeframe
Acute: Increased frequency/severity of heatwaves	⬆ Direct costs, productivity loss	Targeted local interventions: air conditioning (UK/US), night shifts (hot regions), efficient (thermotolerant) buildings (France), hydration & breaks (Dubai)	Scope 1 & 2, net zero	High / Short-Long
Acute: Flooding (Monterrey, Kingston, Suzhou)	⬆ Direct & indirect costs, supply disruption	Proactive site selection/relocation, BREEAM standards, pre-project assessment, landlord/lease engagement, business continuity planning	CapEx, resilience	High / Medium-Long
Chronic: Rising mean temperatures	⬆ Direct energy & infrastructure costs	Facility insulation upgrades, thermally-resilient buildings, operational adaptation (night shifts), staff Health & Safety measures	Scope 2, net zero	Medium / Medium-Long
Chronic: Water stress & disruption (Panama Canal, high-stress zones)	⬆ Ops & indirect costs	Vessel/route adaptation for logistics, rainwater harvesting, supplier screening & water technology, operational reporting	Scope 3	Medium / Medium-Long

Climate-Related Opportunities

Potential positive impacts and areas for business value.

Opportunity Category & Description	Financial Impact	Management approach	Key Metrics	Opportunity Level/ Timeframe
Resource Efficiency & Technology: Upgrading to efficient processes	↓ OpEx ↑ profitability	LED/HVAC/data centre upgrades; ongoing energy management	Scope 1 & 2, net zero	Medium / Short-Medium
Energy Source: Low-emission energy installation (e.g. solar PV)	↓ OpEx new revenue	Feasibility for self-generation; upcoming solar in France; grid sell-backs, leaseholder engagement	Scope 1 & 2, net zero	Medium / Short-Medium
Product & Services: New low-emission product/service lines	↓ Revenue diversification	Product carbon metrics; responding to customer demand for sustainability, continuous data quality improvement	Scope 1, 2 & 3, net zero	Medium / Short-Medium
Markets: Entry into emerging low-carbon sectors (e.g. EV supply chain)	↑ New revenue streams	Product innovation, ESG credentials for new customer acquisition	Scope 1, 2 & 3, net zero	Medium / Short-Medium
Resilience: Enhanced capacity to manage climate risk	↑ Business continuity, value	Scenario planning, SECR/CDP/TCFD reporting, proactive regulatory monitoring (CSRD, CBAM), supply chain resilience	Scope 1, 2 & 3, net zero	Medium / Short-Medium

CHAPTER 6

Supporting Materials



Verification Statement Greenhouse Gas Emissions

Pause People Earth, part of Pause People Collective Limited, was engaged to conduct an independent verification of the Greenhouse Gas (GHG) emissions reported by Optimas OE Solutions for the period stated below. This Verification Statement applies to the related information included within the scope of work described below. The determination of the GHG emissions is the sole responsibility of Optimas OE Solutions Ltd. Pause People Earth's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyse and review the information.

Boundaries of the Reporting Company GHG Emissions Covered by the Verification:

- Operational Control.

GHG Emissions Data Verified and Results:

Scope 1: 2,341 tonnes of CO₂ equivalent.

Scope 2 (Location Based): 3,329 tonnes of CO₂ equivalent.

Scope 2 (Market Based): 1,497 tonnes of CO₂ equivalent.

Period Covered by the GHG Emissions Verification:

- 1st January 2024 to 31st December 2024 inclusive.

GHG Reporting Protocols Against which the Verification was Conducted:

- Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.
- Greenhouse Gas Protocol (Scope 2) Guidance.

GHG Verification Protocols Used to Conduct the Verification:

- ISO 14064-3: Greenhouse gases - Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions.

Level of Assurance and Qualifications:

- Scope 1 and 2: Reasonable Assurance.
- Qualifications: Airport Carbon Accreditation Approved 3rd Party Verifier (Level 4/4+).

GHG Verification Methodology:

- Interviews with relevant personnel of Optimas OE Solutions Ltd;
- Review of documentary evidence produced by Optimas OE Solutions Ltd;
- Review of data and information systems and methodology for collection, aggregation, analysis, and review of information used to determine GHG emissions at Optimas OE Solutions Ltd; and
- Audit sample data used by Optimas OE Solutions Ltd to determine GHG emissions.

During the verification process, several minor inaccuracies in data quantification were identified and communicated to Optimas OE Solutions Ltd. These were subsequently corrected by Optimas OE Solutions Ltd, and the GHG assertion was re-stated. An overstatement in Scope 1 emissions was identified that was considered material (>5% impact on the Scope 1 and Scope 2 GHG assertion) and this has been stated below:

- Refrigerant system charge was assumed to be related to, and reported as, refrigerant leakage. This was corrected and re-stated by obtaining refrigerant leakage amounts.

This was also corrected by Optimas OE Solutions Ltd prior to the conclusion of the verification. The verification has been conducted based on the final, corrected GHG assertion.

Assurance Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions assertion shown above:

- is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI GHG Protocol Corporate Accounting and Reporting Standards as listed above.

It is our opinion that Optimas OE Solutions Ltd has established appropriate and robust systems for the collection, aggregation, and analysis of quantitative data for the determination of these GHG emissions for the stated period and boundaries.

Statement of Independence, Impartiality, and Competence:

Pause People Earth, part of Pause People Collective Limited, is an independent professional consultancy, specialising in environmental management with over 12 years' experience in providing independent assurance services. No member of the verification team has a business relationship with Optimas OE Solutions Ltd, its Directors, or Managers beyond that required for this project. We conducted this

verification independently and to our knowledge, there has been no conflict of interest. Pause People Collective Limited has implemented a Code of Ethics across the business to maintain high ethical standards during day-to-day business activities.

Attestation:

Bryony Karsenbarg, Director

- Pause People Collective Limited

Approved 3rd Party Verifier

- Airport Carbon Accreditation

Date: 31/07/2025

This verification statement, including the opinion expressed herein, is provided to Optimas OE Solutions Ltd and is solely for the benefit of Optimas OE Solutions Ltd in accordance with the terms of our agreement. We consent to the release of this statement by you to satisfy the Optimas OE Solutions Ltd annual reporting requirements but without accepting or assuming any responsibility or liability on our part to any party who may have access to this declaration.

GRI Content Index

GRI Standard	Disclosure	Title	Location
GRI 2: General Disclosures 2021	2-1	Organisational details	Page 9
	2-2	Entities included in the organisation's sustainability reporting	Page 10
	2-3	Reporting period, frequency and contact point	Page 4
	2-4	Restatements of information	Page 22
	2-5	External assurance	Page 48
	2-6	Activities, value chain and other business relationships	Page 16
	2-7	Employees	Page 10
	2-8	Workers who are not employees	34 contractors
	2-9	Governance structure and composition	Not disclosed
	2-10	Nomination and selection of the highest governance body	Not disclosed
	2-11	Chair of the highest governance body	Page 43
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 43
	2-13	Delegation of responsibility for managing impacts	Page 43
	2-14	Role of the highest governance body in sustainability reporting	Page 43
	2-15	Conflicts of interest	See website
	2-16	Communication of critical concerns	Pages 42 & 43
	2-17	Collective knowledge of the highest governance body	Not disclosed
	2-18	Evaluation of the performance of the highest governance body	Not disclosed
	2-19	Remuneration policies	See website
	2-20	Process to determine remuneration	Not disclosed
	2-21	Annual total compensation ratio	Not disclosed
	2-22	Statement on sustainable development strategy	Pages 8 & 9
	2-23	Policy commitments	Pages 43 & 44
	2-24	Embedding policy commitments	Page 43
	2-25	Processes to remediate negative impacts	Pages 44 - 45

GRI Standard	Disclosure	Title	Location
GRI 2: General Disclosures 2021 Continued	2-26	Mechanisms for seeking advice and raising concerns	Page 42
	2-27	Compliance with laws and regulations	Pages 5 & 11
	2v28	Membership associations	Page 2
	2-29	Approach to stakeholder engagement	Page 12
	2-30	Collective bargaining agreements	See website
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Page 12
	3-2	List of material topics	Pages 12 & 13
	3-3	Management of material topics	Pages 12 & 13
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	Pages 23 & 24
	101-2	Management of biodiversity impacts	Pages 23 & 24
	101-3	Access and benefit sharing	Not disclosed
	101-4	Identification of biodiversity impacts	Pages 23 & 24
	101-5	Locations with biodiversity impacts	Pages 23 & 24
	101-6	Direct drivers of biodiversity loss	Pages 23 & 24
	101-7	Changes to the state of biodiversity	Not disclosed
	101-8	Ecosystem services	Not disclosed
GRI 102: Climate Change 2025	102-1	Transition plan for climate change mitigation	Pages 17 & 22
	102-2	Climate change adaptation plan	Pages 17 & 22
	102-3	Just transition	Pages 17 & 22
	102-4	GHG emissions reduction targets and progress	Pages 17 & 22
	102-5	Scope 1 GHG emissions	Page 21
	102-6	Scope 2 GHG emissions	Page 21
	102-7	Scope 3 GHG emissions	Page 21
	102-8	GHG emissions intensity	Page 21
	102-9	GHG removals in the value chain	Page 21
	102-10	Carbon credits	Page 21

GRI Content Index Continued

GRI Standard	Disclosure	Title	Location Chapter
GRI 103: Energy 2025	103-1	Energy policies and commitments	Pages 25 & 26
	103-2	Energy consumption and self-generation within the organisation	Page 26
	103-3	Upstream and downstream energy consumption	Not disclosed
	103-4	Energy intensity	Page 26
	103-5	Reduction in energy consumption	Page 26
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Not disclosed
	201-2	Financial implications and other risks and opportunities due to climate change	Pages 44 & 46
	201-3	Defined benefit plan obligations and other retirement plans	Not disclosed
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not disclosed
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Not disclosed
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Not disclosed
	205-2	Communication and training about anti-corruption policies and procedures	Page 43
	205-3	Confirmed incidents of corruption and actions taken	Page 43
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti trust, and monopoly practices	See Policy on website
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Pages 30 & 31
	301-2	Recycled input materials used	Page 30
	301-3	Reclaimed products and their packaging materials	Not disclosed
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Page 24
	303-2	Management of water discharge related impacts	Not disclosed
	303-3	Water withdrawal	Page 24
	303-4	Water discharge	Not disclosed
	303-5	Water consumption	Page 24

GRI Standard	Disclosure	Title	Location Chapter
GRI 304: Biodiversity 2016	304-1	Operational sites in or near areas of high biodiversity value	Not disclosed
	304-2	Significant impacts on biodiversity	Pages 23 & 24
	304-3	Habitats protected or restored	Not disclosed
	304-4	IUCN Red List species and national conservation list species affected	Not disclosed
GRI 306: Effluents and Waste 2016	306-3	Significant spills	0
GRI 306: Waste 2020	306-1	Waste generation and significant waste related impacts	Page 24
	306-2	Management of significant waste related impacts	Waste Management Policy on website
	306-3	Waste generated	
	306-4	Waste diverted from disposal	Page 24
	306-5	Waste directed to disposal	Page 24
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	Not disclosed
	308-2	Negative environmental impacts in the supply chain and actions taken	Page 34
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page 36
	401-2	Benefits for full time vs. part time employees	Page 36
	401-3	Parental leave	Page 36
GRI 403: Occupational Health & Safety 2018	403-1	Occupational Health & Safety management system	Page 25
		Hazard identification and incident investigation	Page 37
	403-3	Occupational health services	Pages 25 & 37
	403-4	Worker participation and communication	Pages 38 & 40
	403-5	Worker training on Health & Safety	Page 43
	403-6	Promotion of worker health	Pages 25 & 37
	403-7	Prevention and mitigation of impacts	Pages 25 & 37
	403-8	Workers covered by Health & Safety system	Page 37
	403-9	Work related injuries	Page 37
	403-10	Work related ill health	Page 37

GRI Content Index Continued

GRI Standard	Disclosure	Title	Location
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Page 38
	404-2	Programs for upgrading employee skills	Page 38
	404-3	Employees receiving performance and career reviews	Page 43
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Page 36
	405-2	Gender pay ratio	Page 36
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and actions taken	Page 36
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights	Not disclosed
GRI 413: Local Communities 2016	413-1	Community engagement and development programs	Pages 39 & 40
	413-2	Operations with negative local impacts	Page 24
GRI 416: Customer Health & Safety 2016	416-1	Assessment of Health & Safety impacts	Not disclosed
	416-2	Non-compliance incidents	11 (International)

SASB Metrics Index

Topic	SASB Accounting Metric / Code	Description	Reported Value / Location
Total Energy Consumed	Energy Management: (1) Total Energy Consumed (GJ)	Total energy use, in gigajoules	33536 Gigajoules
Grid Electricity (%)	Energy Management: (2) Percentage Grid Electricity (%)	Share of total energy from grid-sourced power	39%
Renewable (%)	Energy Management: (3) Percentage Renewable (%)	Share of energy from renewable sources	61% (Green tariff contracts)






Workforce Health & Safety

Topic	SASB Accounting Metric / Code	Description	Reported Value / Location
TRIR	Workforce Health & Safety: Total Recordable Incident Rate	Recordable injury rate (per 200,000 hours)	0.36
Fatality Rate	Workforce Health & Safety: Fatality Rate	Number of fatalities per employee-hour exposure	0
Near Miss Frequency	Workforce Health & Safety: Near Miss Frequency Rate (Direct employees)	Frequency of near misses reported for direct employees	9

Materials & Product / Activity Metrics

Topic	SASB Accounting Metric / Code	Description	Reported Value / Location
Critical Materials Risk Management	Materials Sourcing & Efficiency: Description of management of risks associated with the use of critical materials	Narrative disclosure on policies, sourcing, mitigation strategies	Compliance with evolving regulations (SECR, TCFD, CBAM) is actively maintained, with annual measurement of Scope 1–3 emissions verified to limited assurance. Adaptation capacity continues to evolve, incorporating climate risk considerations such as resilient site selection, cooling strategies, and logistics.
Revenue from Remanufacturing	Product Lifecycle Management or similar: Revenue from remanufactured products and remanufacturing services	Revenue amount attributable to remanufacturing	Not disclosed
Units Produced	Activity Metrics: Number of units produced by product category	Count of units manufactured, broken out by major product category	US: 460,423,270 parts produced. UK: 97,595,945 parts produced.
Number of Employees	Activity Metrics: Number of employees	Total headcount (company-wide)	1241

UN SDGs & SBTi Reports

SDG Goal	Indicator Code	Indicator Description	Unit / Value	Location in Report
	13.2.1	Integrate climate change measures into policies, strategies and planning	N/A	Pages 15 - 28
	13.3.b	Build Knowledge and capacity to meet climate change	N/A	Pages 42 - 46 & Pages 15 - 16
	13.b	Promote mechanisms to raise capacity for climate planning and management	N/A	Pages 42 - 46
	12.2.1	Material Footprint by weight	Tonnes	Pages 30 & 31
	12.5.1	Waste diverted from disposal	%	Pages 2 & 24
	8.8.1	Near miss frequency rate – direct employees	#	Page 37
	9	Critical risk management description	N/A	Pages 42 - 45
	3.4.2	Work related injury rate	#	Page 37

SBTi Metrics	2024 YTD Reduction Target %	2024 YTD Actual Reduction %
Scope 1 & 2 (market based)	-13.80%	-73%
Scope 3	-6.40%	-7.60%
tCO2 per \$m value added	-12%	-10.2%