

RESPONSIBLE BUSINESS AND SUSTAINABILITY POLICY

1. PURPOSE

Optimas is committed to conducting business responsibly, ethically, safely, and in compliance with applicable law. This Policy establishes the principles that guide Optimas' approach to environmental stewardship, workplace health and safety, fair and respectful employment practices, responsible sourcing, ethical business conduct, and sound governance.

Optimas recognizes that responsible business practices support long-term business performance, customer and employee trust, operational resilience, and responsible management of risk. The Company's programs and priorities in these areas will continue to develop based on legal requirements, business needs, operational risk, customer expectations, and available resources.

2. SCOPE

This Policy applies to all Optimas employees, officers, and directors. Where appropriate, Optimas may also communicate relevant expectations to suppliers, contractors, service providers, and other business partners.

This Policy states guiding principles and expectations. It does not create specific environmental, social, sustainability, or governance targets unless such targets are separately approved and communicated by the Company.

3. RESPONSIBLE BUSINESS PRINCIPLES

3.1 Environmental Responsibility

Optimas is committed to complying with applicable environmental laws, regulations, permits, and other binding requirements and to responsibly managing the environmental impacts associated with its operations.

Consistent with business needs and operational feasibility, Optimas seeks opportunities to:

- Improve energy and resource efficiency;
- Reduce waste and support appropriate reuse and recycling practices;
- Prevent pollution and appropriately manage materials, waste, and emissions;
- Evaluate opportunities to reduce environmental impacts associated with operations, facilities, products, and supply-chain activities; and
- Consider environmental factors, where relevant, in operational and sourcing decisions.

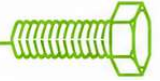
Environmental objectives, metrics, assessments, and improvement initiatives may be established or updated as the Company's environmental management capabilities and priorities develop.

3.2 Health & Safety

Protecting the health and safety of employees, contractors, visitors, and others affected by Optimas operations is a fundamental business responsibility. Optimas is committed to complying with applicable occupational health and safety requirements and to maintaining workplaces that support safe and healthy work.

Optimas seeks to:

- Identify, assess, and address workplace hazards and EHS risks;
- Maintain appropriate safety procedures, controls, and training;
- Encourage prompt reporting of injuries, incidents, near misses, unsafe conditions, and environmental concerns;
- Investigate significant incidents and implement appropriate corrective actions; and
- Continuously improve EHS performance as the Company's EHS management systems and capabilities develop.



All employees are expected to follow applicable safety requirements, complete required training, use required protective equipment, and promptly raise known health, safety, or environmental concerns.

3.3 Fair & Respectful Workplace

Optimas is committed to providing a workplace in which individuals are treated with dignity and respect and employment opportunities are administered fairly, consistently, and in accordance with applicable law. Employment decisions are based on legitimate business considerations, including qualifications, skills, experience, performance, and business needs, without unlawful discrimination based on any characteristic protected by applicable law.

Optimas values the different experiences, perspectives, backgrounds, and capabilities employees bring to the organization and seeks to maintain a workplace in which employees have an opportunity to contribute and succeed.

Optimas also supports fair labor practices, compliance with applicable wage-and-hour and employment laws, and workplace practices designed to prohibit harassment, discrimination, retaliation, forced labor, child labor, and other unlawful employment practices.

3.4 Responsible Sourcing & Human Rights

Optimas seeks to conduct business with suppliers and other partners that operate lawfully and responsibly. In determining whether to initiate or continue business with any supplier, Optimas will consider the following:

- Compliance with applicable labor, health and safety, environmental, and human-rights laws;
- Prohibitions against forced labor, human trafficking, and unlawful child labor;
- Ethical business conduct and anti-bribery and anti-corruption requirements;
- Applicable trade compliance, sanctions, customs, and supply-chain requirements;
- Responsible minerals and other supply-chain due-diligence requirements where legally or contractually applicable; and
- Environmental and sustainability practices relevant to the goods or services being provided.

This Policy does not represent that Optimas audits every supplier or independently verifies every aspect of a supplier's operations. Optimas may use risk-based supplier assessments, contractual requirements, certifications, questionnaires, audits, corrective-action processes, or other reasonable measures where appropriate.

3.5 Ethics, Compliance & Governance

Optimas is committed to ethical conduct, compliance with applicable laws and regulations, appropriate oversight, accountability, and responsible management of business risk.

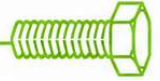
The Company's governance and compliance framework is supported by its Code of Conduct and by functions responsible for matters including Legal, Finance and internal controls, Human Resources, Trade Compliance, and Environmental, Health & Safety.

Employees are expected to act with integrity, maintain accurate records, comply with applicable Company policies and controls, cooperate with legitimate audits and investigations, and raise concerns through available reporting channels.

4. RESPONSIBILITIES

Responsible business and sustainability are shared responsibilities across the organization.

- Executive and business leaders are responsible for supporting compliance, appropriate risk management, and implementation of relevant Company priorities within their areas of responsibility.
- The EHS function supports development and coordination of environmental, health and safety, and sustainability-related programs, priorities, metrics, and improvement initiatives appropriate to the business.



- Legal, Human Resources, Finance, Trade Compliance, Operations, Procurement, and other functions support matters within their respective areas of responsibility.
- Employees are responsible for complying with applicable requirements, completing required training, supporting relevant Company programs, and promptly raising known concerns.

5. PROGRAM DEVELOPMENT, MONITORING & CONTINUOUS IMPROVEMENT

Optimas will periodically evaluate its environmental, health and safety, social responsibility, responsible sourcing, and governance practices and may establish appropriate objectives, metrics, programs, assessments, and improvement initiatives based on applicable legal requirements, business priorities, stakeholder expectations, operational risk, customer requirements, and available resources.

The nature, frequency, and scope of monitoring and reporting will depend on the maturity and needs of the relevant program. Optimas may collect data and monitor selected indicators to understand performance, identify risk, support customer or regulatory requirements, and guide improvement.

Optimas seeks continuous improvement rather than static compliance. Programs, priorities, controls, and metrics may be modified as legal requirements, business operations, risks, technology, and recognized practices evolve.

6. REPORTING CONCERNS

Employees should promptly report suspected violations of this Policy, applicable law, or related Company requirements through their manager, Human Resources, the Legal Department, the EHS function, or another available Company reporting channel, as appropriate.

Optimas prohibits retaliation against any person who raises a good-faith concern, reports a suspected violation, or participates in an investigation. Employees are expected to cooperate with Company reviews, investigations, corrective actions, and legal holds when requested.

7. RELATED POLICIES & REQUIREMENTS

This Policy should be read together with other applicable Optimas policies, procedures, and standards, including, as applicable:

- Code of Business Conduct;
- Environmental, Health & Safety policies, procedures, and site requirements;
- Equal employment opportunity, anti-discrimination, anti-harassment, and non-retaliation requirements;
- Anti-bribery and anti-corruption requirements;
- Trade compliance and responsible sourcing requirements;
- Supplier standards or contractual requirements; and
- Applicable customer-specific, regulatory, or certification requirements.

8. QUESTIONS

Questions regarding this Policy or the Company's environmental, health and safety, sustainability, or responsible business programs should be directed to the EHS function or the Legal Department, as appropriate.