



Sustainability Report

January - December 2025

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2025 highlights



Achieved
EcoVadis
Bronze medal
(+13 points)

5

ISO-certified
Management Systems in
place

14

hours training per
person (2024:
6 hours per person)

92.8%

of 2025 GHG
emissions verified
by third-party to ISO
14064-3 Standard**

62%

of 2025 revenue
linked to
sustainability
requests*

7%

reduction in supplier
incidents in 2025
compared with 2024



*Linked based on incoming ESG surveys or environmental compliance requests.
**(Scope 1, 2 and 3: Purchased Goods & Services)

CHAPTER 1

Introduction

Opening with a message from our CEO, our introduction provides a snapshot of our 2025 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 International's commitment to transparency and responsible business practices, providing a progress update on our targets and commitments towards being a sustainable business. This report is published annually on our official website.

We outline in detail how sustainability was managed across Optimas International regions in the period 1st January to 31st December 2025. Following a change in ownership, this report's scope and prior-year comparatives have been restated. See Restatements of Information for full detail.

The topics and metrics discussed are informed by our sustainability strategy, developed using the priorities mapped through our European Sustainability Reporting Standards (ESRS) that are aligned with the Double Materiality Assessment (DMA) published in our previous report.

This report has been prepared with reference to the latest Global Reporting Initiative (GRI) Standards, incorporating relevant indicators from the Sustainability Accounting Standards Board (SASB). Our disclosures also map to seven of the UN Sustainable Development Goals (SDGs). Full voluntary framework reporting is provided at the end of this report, alongside our Verification Statement.

We welcome feedback and questions, via the contact form on our website, from all stakeholders as we continue our journey towards sustainability.



Restatements of Information

Following a change in ownership completed after publication of our last Sustainability Report, Optimas International (Optimas OE Solutions Ltd and its affiliates and subsidiaries) now operates as an independent legal organisation under a single CEO structure, having previously been part of a combined structure with Optimas Americas (Optimas OE Solutions LLC, Optimas OE Solutions Ltd, S. de R.L. de C.V. and Optimas OE Solutions ULC) under a dual-CEO structure.

This report reflects Optimas International’s sustainability performance only and excludes Optimas Americas. The legal entities within our current reporting scope are set out below.

In line with GRI 2-4 (Restatements of Information), we have restated prior-period figures throughout this report, e.g. Scope 1, 2 and 3, to reflect our new operational boundary. This includes restating our 2022 baseline to Optimas International entities only. Our Net Zero strategy, Sustainability Strategy and associated targets have been rescoped accordingly.

Our science-based targets were originally validated by the Science Based Targets initiative (SBTi) under our former group structure. Formal revalidation for Optimas International as a standalone entity is underway and not yet finalised at the time of publication.

Our DMA and TCFD-aligned climate risk disclosures, both developed under the former combined structure, remain relevant to our new operational scope. What has changed is the operational boundary against which we report, not the nature of our business, stakeholders or impacts identified. The profile of emissions, types of activity assessed and material priorities remain relevant. We have therefore continued to apply these assessments rather than commissioning new ones.

Where a metric could not be reliably disaggregated to the new boundary using available historical data, this is noted at the point of disclosure, with more robust baselines established in future reports.

Key operational Geography	Trading Name
China	Optimas (Suzhou) Trading Co., Ltd.
France	Optimas OE Solutions SAS
Germany	Optimas OE Services GmbH
Hong Kong	Optimas OE Solutions HK Ltd.
India	Optimas OE Solutions India Private Limited
Japan	Optimas OE Solutions (Japan) GK
Singapore	Optimas OE Technologies Pte. Ltd.
Spain	Optimas OE Solutions, S.L.U.
Turkey	Optimas OE Solutions Baglanti Sistemleri Satis ve Ticaret Limited Sirketi
United Kingdom	Optimas OE Solutions Ltd
United Kingdom	Barton Cold-Form (UK) Ltd



Standards and regulations

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

Building on the foundational requirements set by the European Union, we draw on the findings of our DMA, carried out in alignment with the European Sustainability Reporting Standards (ESRS) as promoted by the EU Corporate Sustainability Reporting Directive (CSRD).

Below is a list of all the main sustainability regulations against which Optimas International regions report:

- EU Carbon Border Adjustment Mechanism (CBAM)
- UK CBAM
- EU Deforestation Regulation (EUDR)
- EU and UK REACH Regulation
- Restriction of Hazardous Substances (RoHS)
- UK Modern Slavery Act
- Streamlined Energy & Carbon Reporting (SECR)
- Energy Saving Opportunities Scheme (ESOS)
- Conflict Minerals Reporting

Review & Assurance of the Report*

Optimas International's Sustainability Team have developed and compiled the content and related data in this report, with input from subject matter experts across the business.

Our CEO, Mike Tuffy, then approved the report following review by relevant Senior Leadership Team members including our Legal department.

Pause People Collective has reviewed and verified the Scope 1, Scope 2 (location-based and market-based) and Scope 3: Category 1 (Purchased Goods and Services) metrics to reasonable assurance standards, in accordance with the verification protocols set out in ISO 14064-3.

The verification statement can be found at the end of this report.

Regular internal audits by our Quality Team, alongside external audits at select sites, are conducted in line with recognised management systems outlined in this report, including ISO 14001:2015 (Environmental Management), ISO 45001:2018 (Occupational Health & Safety Management), ISO 9001:2015 (Quality Management) and ISO 27001:2022 (Information Security Management Systems).

* The full report has not undergone review by an independent third party.



External Verification to ISO14064-3

2025 Scope 1, Scope 2 (location-based and market based) and Scope 3: Category 1 (Purchased Goods and Services) GHG emissions.

Introduction from our CEO

I am incredibly proud to introduce Optimas International's first Sustainability Report as a standalone business.

Although legal separation from our former Americas entities was not finalised within the 2025 reporting period, we have prepared this report following that separation and reflecting our new operational scope. It marks an important new chapter in our sustainability journey, establishing a clearer, more focused approach aligned with our growth strategy.

Our growth strategy is built on deepening existing customer and supply partner relationships, broadening our product and service offering and investing in the people, technology and engineering expertise that enable us to grow responsibly and at scale. Sustainability is integral to that ambition.

As 2025 marked the beginning of both a new strategy and operational scope, much of the year focused on establishing the structures, priorities and plans needed to support meaningful progress in the years ahead. We appointed our first dedicated Sustainability Lead, formally establishing a sustainability function within the business. Together with the DMA shared in our previous report, this appointment helped shape the strategy set out in this report and gave us renewed focus and purpose in this area. We also redesigned our Net Zero strategy and restated our greenhouse gas emissions figures to reflect our new operational scope.

Our sustainability strategy is designed to support our growth while reducing our impact on the environment. Within our Environment pillar, we are focused on climate change, circularity and biodiversity. Our Social pillar centres on our people, our greatest asset and creating an environment where they can thrive. We are also committed to supporting customers through product quality, protecting customer health and safety and providing robust ESG compliance support. Strong governance, recognised certifications and a commitment to reporting excellence underpin all of this.

Customer priorities are increasingly shaping our approach. We recognise that our role is not only to deliver value to customers, but also to help them address challenges, including those relating to sustainability and evolving environmental regulation. Demand is growing for support with incoming regulation and environmentally sustainable products. This includes increasing recycled content in the components we supply, collecting emissions data to support CBAM compliance and building greater transparency and capability among supply partners to drive sustainability.

While 2025 was a year of laying foundations, we also began transitioning from strategy to action. Highlights from page 2 reflect the strength of our culture and our processes, even as we continue to build the maturity of our sustainability reporting and performance.

As we look ahead to 2026, we intend to maintain this momentum, including feasibility assessments to install solar panels at our UK and France facilities and progress our fleet electrification ambitions.

At Optimas International, we believe that sustainability is not about being perfect. It is about making measurable progress, being transparent where further work is needed and taking responsibility for our impact. There is already much to be proud of, but we recognise that there is still considerable work ahead, from embedding our strategy consistently across our international business to preparing for evolving regulatory requirements.

I would like to thank our people across every region, as well as our customers and supply partners for their contribution, collaboration and commitment to advancing sustainability across our value chain. Strong partnerships are essential to our progress. I am grateful for the role you play in helping us build a business that delivers lasting value for our customers, people and the environment.

I look forward to reporting further progress next year.



Mike Tuffy
Chief Executive Officer
Optimas International

Introduction to Report

The following table shows a breakdown of total headcount in each country and corresponding facilities in 2025.

Country	Total Employees	Facility site(s) classification	Number of facilities in country	Number of employees working from home	Number of employees based in customer site
UK	319	Primary	6	21	29
France	71	Primary	1	3	0
India	146	Primary	2	0	0
China	106	Primary	1	0	0
Turkey	63	Primary	3	0	0
Germany	8	Secondary	2	0	0
Japan	2	Secondary	1	0	0
Taiwan	2	Secondary	1	0	0
Spain	1	Secondary	1	0	0
Canada	1	Secondary	0	1	0
Total	719		19	25	29

Total employees in primary sites: 705

- Non-facility-based employees: 54
- Facility-based employees: 651



Primary site

Core operational locations with significant operational activity and employee headcount of 10 or more.

Secondary site

Locations with limited activity, such as shared offices or small sales offices, with 10 employees or less.

As a distributor with global reach, we use a facility classification framework that defines the scope for rolling out mandatory policies and certification requirements in a consistent and targeted way.

This approach enables us to report coverage of actions accurately while reflecting the varied nature of our operations. Although our total employee count is 719, ISO certification coverage reported later in this report is calculated using the facility-based employee count for primary sites only: 651 employees.

Our Sustainability Strategy Framework

In our last Sustainability Report, we published the results of our DMA. In this year's report, we are pleased to show the evolution of our priorities into our first Sustainability Strategy framework mapped to seven UN Sustainable Development Goals.



Environment

Action against climate change

Working towards becoming Net Zero by 2050, reducing pollution and improving operational efficiencies.

Keep materials in circulation

Adopting circular principles by reducing waste and increasing recycled material content.

Natural resource stewardship

Implementing practices that protect natural resources including water, air and land.

Social

Placing people first

Fostering a safe, inclusive and high performing culture by placing people and communities at the heart of our decisions.

Customer sustainability success

Delivering measurable impact through products and services that support our customer's sustainability commitments.

Governance

Integrity in our conduct

Upholding robust ethical, data security and governance practices.

Resilient supply partnerships

Embedding sustainability throughout our supply network.

ESG reporting excellence

Consistent, transparent and accurate ESG reporting.

Value chain mapping

Our value chain map outlines our key activities and stakeholders across upstream, operations and downstream.

Understanding the stages of our value chain helps us recognise how our business model, relationships and types of activities limit or reinforce strategy implementation.



Value chain location	Value chain stage	Stakeholder group(s)	Optimas International's level of influence
Upstream	Product procurement	Suppliers, logistics & freight forwarders and regulators	Low to medium
	Third-party logistics and shared warehousing	3PL providers, customers and suppliers	Medium
	Information security, technology & AI	IT function, customers and regulators	High
Own operations	Marketing, sales and BI	Marketing & sales teams, customers and suppliers	High
	Picking and packing: warehouses	Warehouse operators/managers, customers and suppliers	High
	Group functions: Office/ Homeworking	Employees, Human Resources and contractors	High
	Transport & logistics: our fleet	Fleet lease providers, customers and communities	Medium
Downstream	End of life	Waste management & recycling companies, regulators and communities	Low
	Product usage	End-use customers, assembly/ maintenance technicians and product engineers	Low

CHAPTER 2

Environment

The following chapters will focus on the three key priority areas of our Environment pillar. They cover our Action Against Climate Change, specifically focusing on how we are driving emissions reductions in our operations and supply chain through our Net Zero strategy.

We also detail progress towards how we Keep Materials in Circulation through our sourcing practices before outlining our approach to ensure Natural Resource Stewardship.

- **On track to meet our Net Zero by 2050 target**
- **19% reduction in Scope 1 & 2 emissions against 2022 baseline**
- **97% of MHE electric across global warehouses**
- **Solar panel and fleet electrification decarbonisation underway**



Restated Greenhouse Gas Emissions Inventory

Our organisation underwent a significant structural change which impacted our base year emissions and set a new boundary around emitting activities we can control. This has required us to recalculate and restate our Scope 1, 2 and 3 baseline GHG emissions inventory in this year's report. We continue to use financial year 2022 as our baseline year, as this is the earliest year for which data is available.

The Scope 1 and 2 emissions include energy consumption from all the sites accounted for in the Introduction chapter; including other fuel consumption, refrigerant top-ups and transport fuels. Scope 2 emissions are reported using a market-based approach, which will also be used to track progress against targets. Our emissions are reported using an operational control approach and have been calculated following the GHG Protocol's Corporate Accounting and Reporting Standard.

Table 1: Optimas International emissions breakdown. Baseline year, prior year, and latest year.

	Baseline year FY2022 (tCO2e)	Prior year FY2024 (tCO2e)	Latest year FY2025 (tCO2e)	% Change from Baseline
Scope 1	889	807	697*	-21.6%
Scope 2 (market-based)	657	488	552*	-16.1%
Scope 2 (location-based)	971	824	646*	-33.5%
Scope 3	95,465	91,878	79,520	-16.7%
1. Purchased Goods and Services	83,767	82,185	70,426 [†]	-15.9%
2. Capital Goods	58	161	0	-100.0%
3. Fuel- and Energy-related Activities	513	441	312	-39.2%
4. Upstream Transportation and Distribution	6,617	5,136	4,515	-31.8%
5. Waste Generated in Operations	23	28	29	+26.1%
6. Business Travel	242	240	201	-17.1%
7. Employee Commuting	944	939	1,423	+50.8%
8. Upstream Leased Assets	n/a	n/a	n/a	n/a
9. Downstream Transportation and Distribution	1,381	1,083	1,168	-15.4%
10. Processing of Sold Products	1,200	1,418	1,269	+5.8%
11. Use of Sold Products	n/a	n/a	n/a	n/a
12. End-of-life Treatment of Sold Products	720	247	177	-75.4%
13. Downstream Leased Assets	n/a	n/a	n/a	n/a
14. Franchises	n/a	n/a	n/a	n/a
15. Investments	n/a	n/a	n/a	n/a

[†] Obtained verification to limited assurance

* Obtained verification to reasonable assurance



Our Net Zero Strategy and Performance

We have established the following updated targets in line with the SBTi Standard V1.3.1. These targets have not been submitted to the SBTi for validation but are planned for submission in 2026.

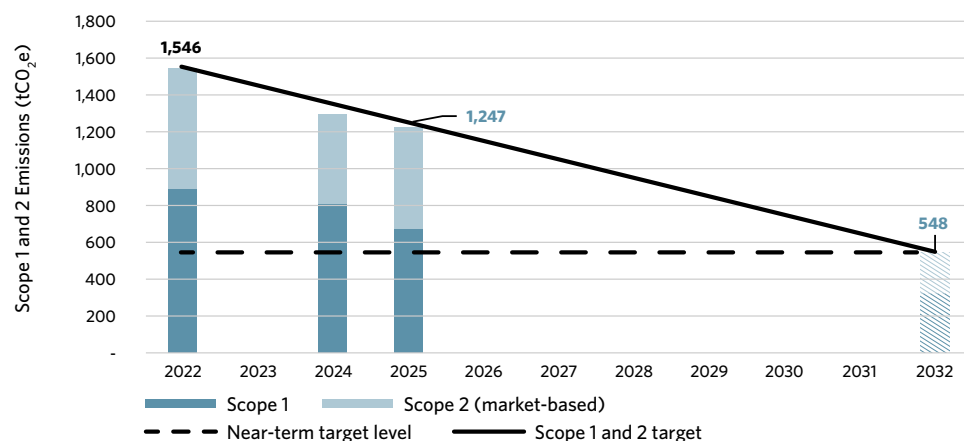
Type of reduction target	Scope 1 and 2	Scope 3
Near-term target	64.56% absolute reduction in Scope 1 and 2 (market-based) emissions by 2032 from a 2022 baseline.	42.00% absolute reduction in Scope 3 emissions by 2032 from a 2022 baseline.
Net-Zero target*	Minimum 90% absolute reduction in Scope 1 and 2 (market-based) emissions by 2037 from a 2022 baseline.	Minimum 90% absolute reduction in Scope 3 emissions by 2050 from a 2022 baseline.

*Net-zero is defined by a minimum 90% absolute reduction in emissions from a baseline year.

Progress against our Net Zero Strategy

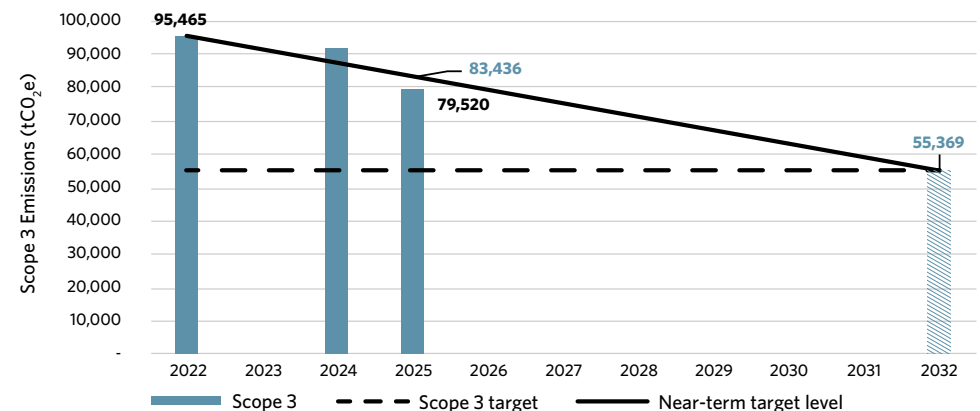
Since the baseline year, we have reduced our (combined) Scope 1 and 2 (market-based) emissions by 19%, putting FY2025 emissions 2% below the target trajectory. This means we are currently on track to meet our 2037 Scope 1 and 2 (market-based) net-zero target. A further 674 tCO₂e reduction is required to meet the 2032 target, equivalent to an average annual reduction of 7.9% from FY2025.

Figure 1: Optimas International near-term Scope 1 and 2 (market-based) target trajectory.



We have reduced Scope 3 emissions by 16.7%, with an average annual reduction of 5.6%, ahead of the 4.2% annual reduction required to meet the 2032 target. Based on these numbers, we are on track to achieve our 2050 net-zero target. A further 24,150 tCO₂e reduction is required to achieve the near-term target.

Figure 2: Optimas International near-term Scope 3 target trajectory.



The following chapters provide further analysis on the activity data (e.g. kWh trends, material sourcing by weight) to provide more context on how these reductions in Scope 1 & 2 and 3 GHG emissions were achieved.

Our Decarbonisation levers

Following our recent operational changes, the tCO₂e reductions attributed to each decarbonisation lever are currently under review ahead of SBTi validation and will be confirmed in next year's report. The levers below remain central to our wider Net Zero strategy.

Scope 1 & 2 levers

- Renewable electricity (own supply)
- Electrification of fleet and company cars
- Transition away from natural gas

Scope 3 levers

- Increase recycled steel in purchased products
- Low-emissions production processes of purchased products
- Reduce emissions from transport and logistics
- Electrification of employee cars



Clean Energy Transition

When it comes to energy management in our own operations, we measure and manage the electricity and natural gas consumption of our facilities. Last year, our facilities generally fell into three categories:

- Warehouses, where energy powers Material Handling Equipment (MHE) charging and lighting
- Offices, typically co-located within warehouses, using electricity for office equipment, lighting, air conditioning and heating
- One factory (UK), using electricity for cold-form machinery and office lighting

The below energy management metrics outline our total energy consumption, split by type, associated with these facilities and their activities.

Total energy consumption

Energy Management Metrics	2025	2024	Trend
Total Electricity consumption (kWh)	2,429,716	2,639,192	-8%
Total energy consumption (all sources) kWh	5,494,841	5,883,873	-7%
Natural gas consumption (kWh)	1,120,241	1,242,069	-10%
Fuel (propane, LPG, diesel, petrol) (kWh)	1,944,884	2,002,612	-3%
Percentage renewable energy generated	0	0	0
Renewable electricity purchased (kWh)	1,238,750	1,691,927	-27%
% Electricity from renewable contracts	51%	64%	-13%

Total energy consumption fell 7% year-on-year, driven primarily by a 10% reduction in natural gas and an 8% reduction in electricity use. This decline reflects continued consolidation of our warehouse operations, including the exit of several leased sites and a move of operations into more energy-efficient facilities, most notably our [new European Headquarters based in Hambach, France](#).

Renewable energy self-generation (e.g. from solar panels) remains at 0% in 2025. Our renewable energy sourced from green energy contracts was 51%. Vendor negotiations for solar installation at our UK HQ progressed this year and our new France facility has solar panels planned, but neither is expected to be installed until 2027-2028. We remain optimistic on achieving our target of self-generated renewable energy representing 50% of our total electricity consumption by 2030.

Progress towards fleet electrification

Electrification progress this year focused on sowing the seeds that will materialise in the coming years. Ensuring as many of our Material Handling Equipment (MHE) units default to electric remains a consistent achievement within our broader electrification ambitions. Currently 97% of our MHE are electric, with ambitions to achieve 100% by 2030.

Fleet vehicle electrification is at an early, planning stage. Currently, only one of our 26 vehicles is electric and fleet-related emissions rose 1.4% year-on-year, reflecting slight increase in mileage of existing fleet. 2025 was principally a feasibility assessment year consisting of discussions with our fleet provider and landlord to assess the practicality of HGV electrification and UK HQ charging infrastructure. An EV HGV trial is anticipated in 2026. Meaningful reductions in fleet emissions are therefore expected to begin materialising from 2027 onward.

Fleet and MHE metrics	2025	2024	Trend
Total vehicles in fleet	26	27	-4%
Number of electric vehicles in fleet	1	0	+1
Total number of Material Handling Equipment (all warehouses)	88	79	11%
Number of Electric Material Handling Equipment (all warehouses)	85	74	15%
Fleet GHG emissions (excl. grey fleet) (tCO2e)	368	362	1.4%
% of MHE that is electric	97%	94%	3%



The impact of our logistics and distribution

Every tonne of product we move produces emissions and where it comes from shapes how we can reduce its impact.

As a distributor, our job is to get customers the right product, in the right quantity, on time, wherever in the world they operate. That means shipping high volumes of product globally, through multiple carriers and transport modes. It's also why transport is one of the highest-emitting activities in our business.

To decarbonise our logistics and distribution, we track carbon emissions from this activity by splitting our logistics into three categories. These categories help understand who pays for and controls the transport, not simply whether a shipment is moving in or out.

- **Our own fleet:** products shipped to customers from our warehouses, using vehicles we own and operate. (Scope 1)
- **Freight we pay for:** any shipment, inbound from supply partners, or outbound to customers, where Optimas International arranges and pays a third-party freight vendor. (Scope 3, Category 4)
- **Freight arranged by the customer:** after the point of sale, outbound shipments to customers who have arranged and paid for their own collection or delivery. (Scope 3, Category 9)

Within each category, a mix of transport modes is used and some carry a far higher carbon cost than others.



Road
(vans, HGVs)



Air
(air freight)



Sea
(ocean freight)

How we're decarbonising our transportation emissions

Transitioning to lower impact transport is one of our pathways to Net Zero.

In an ideal world, this means using low-emissions options for our different categories of transport to achieve Net Zero. However, due to the different categories of logistics we rely on, the approaches we can take to achieve low impact transport differ.

Our own fleet gives us the most direct control, so this is where we are focusing our short term ambitions towards electrification. Our ambition is to operate a fully electric fleet by 2030. It represents a small share of our overall transport footprint, but because we own and operate it directly, it's the category where change is most achievable.

Transport arrangements we pay for (Category 4) is where our influence is strongest. Because we work directly with the vendor, we have real say over route choice, transport mode and which carriers we use. Here we are focused on selecting vendors with credible transition strategies towards lower-impact transport.

Transport arrangements by our customers (Category 9) sit outside our direct control, so progress here depends on collaboration. This is where we can work collaboratively with our customer base to share best practice logistics approaches in our shared drive towards Net Zero.

Does Every Tonne of Freight Carry the Same Footprint?

In short, no. As an international business, air and sea freight are essential to how we operate. So, road is not simply 'better.' The real driver is emissions intensity: air freight generates roughly 8x more emissions per tonne moved than road.

How we're currently tackling this as part of our Net Zero strategy:

- **Fuller containers, fewer trips.** We're consolidating multi-supplier pickups into larger ocean shipments in key regions, cutting container count and boosting load efficiency.
- **Less reliance on air.** Better demand forecasting means planning further ahead, shifting volume away from air freight towards lower-emission modes wherever possible.
- **Collecting vendor-level emissions data.** This allows us to account for and track where existing low-impact modes of transport are already in use.



Material sourcing and circularity

Circularity means giving materials like metal and plastic a second life. Instead of sending them to landfill, it is possible to recover and reuse materials and avoid the need for new raw materials every time a fastener is made.

As a trusted distribution partner, we are well placed to help reduce the environmental impact of the fasteners sourced through our supply chain. As circularity becomes increasingly important in the sectors we serve, our ability to work with supply partners on recycled content, material efficiency and lower-carbon manufacturing is becoming a business-critical priority.

Understanding the impact of our current sourcing practices is the first step. The tables below set out the volume of each material we sourced in 2025 and 2024 and the emissions generated.

Amount and types of material sourced

Material sourcing metrics	2025	2024	Trend
Materials sourced by weight (tonnes): Rubber	92	214	-57%
Materials sourced by weight (tonnes): Steel (Inc. Stainless)	20,468	24,435	-16%
Materials sourced by weight (tonnes): Aluminium	110	143	-23%
Materials sourced by weight (tonnes): Nylon/Plastic	2,897	2,789	4%
Materials sourced by weight (tonnes): Brass	35	71	-51%
Total materials sourced (tonnes)	23,602	27,652	-15%

The GHG emissions associated with the materials sourced ¹

Material sourcing GHG emissions in tCO2e ¹	2025	2024	Trend
Total tCO2e from sourced material: Rubber	305	717	-57%
Total tCO2e from sourced material: Steel (Inc. Stainless)	58,591	69,759	-16%
Total tCO2e from sourced material: Aluminium	1,003	1,300	-23%
Total tCO2e from sourced material: Nylon/Plastic	9,162	8,826	4%
Total tCO2e from sourced material: Brass	134	271	-51%
Total GHG emissions from sourced materials (tCO2e)	69,195	80,873	-14%

¹ tonnes of carbon dioxide equivalent, the standard unit for measuring greenhouse gas emissions

These material volumes and their emissions are the foundation for our circularity ambitions. As part of our Net Zero Strategy, we have set a target to reduce emissions from the products we source through a combination of material and production-based decarbonisation actions.

To track progress against this priority, we are embedding three core metrics:

- Recycled content of targeted products sourced from supply partners
- Number of products with Product Carbon Footprints (PCFs) recorded
- Average tCO2e/tonne of steel fasteners purchased

These metrics reflect a targeted reduction strategy focused on purchased products with clear potential to decarbonise through reduced virgin material inputs. To guide supplier rollout, we have defined specific parameters for material versus production-process decarbonisation. Material decarbonisation targets true fasteners only, this means steel nuts and bolts and excludes components such as clamps. High-tensile, safety-critical fasteners graded 10.9 or above are excluded from higher recycled-content expectations. Production-process decarbonisation applies more broadly: all suppliers are expected to reduce gas and fuel use and increase renewable energy generation.



How recycled content in products reduces environmental impact

For products within scope of our material decarbonisation target, increasing recycled content can reduce emissions intensity because recycled materials generally generate fewer process emissions than primary, virgin materials.

Where a supplier can verify recycled content for these targeted products, we are working to apply this lower emissions figure instead of the primary-material default.

In 2025, we trialled collecting recycled content from a small subset of supply partners. Although the sample remains limited, the exercise helped test our methodology, identify where further supplier engagement is needed and demonstrate the potential emissions benefit where recycled content is already being used.

Tonnes of materials sourced in 2025 from recycled material

Material	2025	2024	Closed-loop factor vs primary
Steel	27.9 t (0.14% of Steel volume)	0 t (0%)	36% lower (1,824 vs 2,864 kgCO2e/t)
Nylon/Plastic	18.8 t (0.65% of Nylon volume)	0 t (0%)	50% lower (1,575 vs 3,172 kgCO2e/t)

The greenhouse gas (GHG) intensity of our sourced materials

GHG intensity of sourced materials	2025	2024	Trend
Average GHG intensity of all sourced materials (tCO2e/tonne)	2.93	2.92	0.01%

Average GHG intensity of sourced materials remained broadly flat year-on-year at 2.93 tCO2e per tonne in 2025 compared with 2.92 tCO2e per tonne in 2024. This indicates that the 14% reduction in absolute emissions was primarily driven by lower material volumes, rather than a measurable shift towards lower-carbon sourcing.

Actions taken to drive progress

Targeted efforts to report GHG intensity now provide the baseline for measuring progress against our aims to reduce emissions from the products we source, independent of volume fluctuations.

Because sourced products account for around 80% of our total emissions impact, embedding circular practices across the supply chain is a critical enabler of our Net Zero ambition. To embed circularity as a priority action, last year, we:

- Trialled the collection of circularity metrics from a select group of 20 supply partners
- Launched our Sustainable Procurement Policy
- Introduced our first Supply Chain Sustainability Award, which assesses supply partners on sustainability criteria alongside quality and cost
- Established the processes and data collection templates needed to support product-level carbon reporting

Ambitions for 2026

- Embed our new procurement policy by training sourcing managers and buyers on sustainability requirements
- Improve recycled-material content data collection, starting with our largest supply partners by spend (around 80% of total spend)
- Embed supply chain sustainability requirements into supplier audits

How the CBAM legislation is driving circularity

CBAM is putting a clear price on carbon in our supply chain.

Through CBAM, the EU’s Carbon Border Adjustment Mechanism, which requires suppliers to report the carbon embedded in goods imported into the EU, we are working with supply partners to collect product carbon intensity data for steel and iron products.

This data will determine CBAM costs for imports into our EU entity. The higher the tCO2e per tonne, the higher the cost to serve. Through guidance, data templates and quarterly tracking, we are improving supplier engagement, applying clearer carbon pricing and encouraging lower-emission sourcing across our supply base.



Managing our Environmental Impacts

We continue to embed a robust environmental management system (EMS) across our key sites for a strong oversight of environmental impact management of waste, water and energy aspects across our business.

Approximately 60% of our facility-based employees now work in locations certified to the ISO 14001 Environmental Management standard, providing a recognised framework for assessing and managing nature-based risks. This year, we rolled out dedicated training and successfully delivered 435 hours of environmentally focused learning underpinned by ISO 14001.

The metrics below show the key indicators we use to monitor performance.

Biodiversity management metrics	2025	2024
Total waste generated (tonnes)	840	912
Total waste diverted from landfill (tonnes)	734	756
Total waste diverted from landfill as %	87%	83%
Hazardous waste generated	0	0
Plastic waste generated (tonnes)	58	61
% of Optimas International sites with biodiversity screening	80%*	100.0%
Percentage of suppliers that provided conflict minerals declarations	65%**	-

*New sites opened in 2025 have not had biodiversity screening assessment.
**Out of 352 smelters engaged for reporting.

What’s next in our Nature Stewardship Journey

We’ve built a strong foundation for tackling nature-related risk. Our double materiality analysis, aligned with the CSRD, has given us a robust starting point for understanding where nature intersects with our business activities. We have a dedicated Biodiversity policy in place, tracking and reporting the environmental metrics identified through our ISO 14001 EMS. These are reinforced through our public alignment with disclosures such as CDP, GRI, EU Regulations and the UN Global Compact, reflecting our genuine commitment to move from management to stewardship.

The biodiversity screening carried out across our facilities reinforces where this foundation now needs to translate into action. Sites in our UK, France, Turkey and China regions flag water stress and pollution as our main nature-based risks. Building on what we’ve learned, our focus areas going forward are:

- Set measurable targets for managing water and pollution-related impacts at each facility, moving towards site-specific, trackable actions.
- Set targets and roadmap for implementing nature-impact reduction activities in our downstream supply chain.
- Explore investment in nature restoration and regeneration opportunities such as the green infrastructure opportunities (e.g. green roofs, native landscaping) identified through our biodiversity assessments.



CHAPTER 3

Social

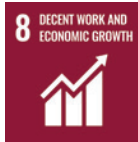
Our people are our greatest asset and this chapter shows how we are investing in them.

This chapter covers our approach to Placing People First, a strategic priority central to our social sustainability approach. We cover the working conditions and wellbeing initiatives that support our people, with a focus on health, safety and development. We ensure equal treatment and opportunity for every employee and we outline the channels available to speak up when something doesn't align with who we are.

We also spotlight Customer Sustainability Success: how the quality, ethical sourcing and safety of the products we supply help reinforce our customers' own sustainability commitments.

- **Significant (233%) increase in training hours undertaken by employees**
- **Approximately 50% of workforce now work in ISO 45001 certified sites**
- **Over £10,000 raised for various charitable causes by employee-led fundraising projects**





Placing People First

Our culture is rooted in our core THREAD values. Teamwork, Honesty, Respect, Excellence, Accountability and Drive. These values guide how we work together and reflect our belief that our people are our greatest asset.

Measuring and reporting select people-related metrics helps us understand where we are making progress and where we can continue to improve. By doing so, we are living our values of Accountability and Honesty. We use these insights to strengthen our culture with the aim of fostering a positive environment in which people can thrive and our growing team can perform at its best.

18%

Annual turnover rate

32%

of total workforce (FTE) identify as women

-13.8%

unadjusted Gender Pay Gap (all regions, FTE only)

7%

of Senior Leadership team are women

78%

workforce completed annual performance review

90

Hours of volunteering in 2025

Maintaining engagement and satisfaction

During the year, we continued to reinforce a broad range of employee incentives, policies and support mechanisms designed to promote development, engagement and wellbeing of all our employees.

These included our UK Study and Training Policy, which offers paid leave for exams, reimbursement for course materials and paid professional memberships. All employees also have access to our free Optimas Institute Learning Platform, upskilling across a broad range of specialised topics. We also continued to provide enhanced maternity and paternity leave, as well as adoption and menopause policies, reflecting our commitment to supporting employees at different stages of life and work.

To help maintain a respectful, safe and inclusive workplace, mandatory annual training was delivered on diversity, harassment prevention and our THREAD Code of Conduct. Employees also have access to Mental Health Wellbeing-certified First Aiders on-site, as well as Employee Assistance Programmes offering a 24/7 confidential helpline and access to legal advisors. Ongoing employee dialogue was supported through anonymous suggestion boxes, quarterly employee forums and Town Hall meetings, helping ensure colleagues have opportunities to share feedback and contribute to continuous improvement.

Further details of the employee benefits available to our staff are detailed in last year's [Sustainability Report](#).



Employee Corner in our Pune, India office

Communication and recognition

We continued to strengthen employee engagement and communication through a range of formal and informal channels designed to gather colleague feedback, keep employees informed and encourage two-way dialogue across the business.

Our employee surveys, Quarterly Connect calls, Town Hall meetings and Employee Forum sessions provided opportunities for consistent updates, discussion and feedback.

We also run an internal newsletter where we share business news, wellbeing information and key announcements.



Employee recognition programme

We have numerous initiatives in place for employee recognition and to capture peer-to-peer appreciation. This included the introduction of a virtual Gratitude Tree, giving employees a visible way to post messages of appreciation to a colleague. Our THREAD Awards showcase quarterly winners nominated by peers for projects or ways of working that reflect our THREAD values. Milestone awards are a way in which we recognise those who have worked with us for numerous years, with additional days of holiday awarded to employees reaching five- and ten-year service milestones.

“Always being so positive about everything in life & work. Coming into work every day with a happy vibe. You always make my day start with a smile.”

“The go to person always willing to help others with queries big and small without question...Thank you.”



Branch Out in Appreciation! Celebrate your colleagues by adding a leaf to our tree. Take a moment to acknowledge and highlight the awesome people you work with.

Optimas International APAC Employee Recognition Programme Refresh





Health, Safety and Wellbeing

Maintaining a safe and healthy working environment and ensuring compliance with all applicable Occupational Health and Safety (OH&S) legislation across our international operations is a key priority.

Health & Safety performance targets

Health & Safety Metric	2025	2024	Trend
Number of people in workforce (including remote and contractors)	719	724	-5
Lost Time Injuries (LTI)	2	0	+2
Number of days lost to injuries	8	0	+8
Lost Time Injury Rate (days lost ÷ hours worked) x 100.	0	0	-
Number of work-related accidents	15	7	+8
Fatality rate	0	0	-
Near-miss incidents reported	12	2	+10
% of ISO 45001 certified sites (as % employees based in site covered by certification)	53%	28%	+25%
% of sites with active HSE risk assessment	100%	N/A	-
Hours of Health & Safety Training delivered	1,436	-	-
Number of H&S modules covered	5	-	-
Health & Safety Toolbox talks / sessions	11	-	-

Embedding an ISO 45001 Safety Culture

In 2025, 53% of our international regions' facility-based workforce was covered by ISO 45001 certification. This reflects improvement in coverage from two facilities in 2024 to five of our major facilities, with further expansion planned during 2026.

The expansion of ISO 45001 certification supports a range of measures designed to identify, eliminate, reduce and control workplace hazards. We reinforce measures through standardised processes such as inspections conducted as a minimum monthly and inspection topics and priorities determined by site-specific risk assessments. We have also increased employee involvement in the development of risk assessments, toolbox talks and safety briefings.

Employees working outside certified locations continue to be supported through robust internal environmental, health and safety management systems that align with ISO 45001.

Last year's performance and looking ahead

During 2025, we recorded zero fatalities and only eight lost workdays resulting from illness or work-related injuries. Our low injury severity and frequency rates also reflect a strong and well-established safety culture. While there are minor increases compared to the year before, we believe this reflects improved record-keeping and employee reporting, supported by a significant increase in Health & Safety training and the introduction of new learning modules.

The work-related injuries and illnesses recorded across our operations are generally low in severity, with the most common incidents involving minor cuts, slips, trips and manual handling activities.

Our approach to health and safety remains proactive, preventative and informed through consultation with our workforce. We ensure that everyone plays a role in maintaining a safe working environment. Regular review meetings are held to monitor performance and share learnings across the business. All accidents and incidents are reported promptly and investigated thoroughly, with investigations typically completed within 30 days.

Training and development

Last year, we surpassed our annual workforce training target of 10 hours per person, per annum.

Our Optimas Institute Learning Management System is how we roll out mandatory and optional training to all employees across our business. In 2025, we set an annual training and development target of 10 hours to encourage our workforce to engage in self-development opportunities outside of their daily work.

Recording a total of 9,616 hours of training across the business, on average, our workforce successfully undertook 14 hours of training per employee (2024: 6 hours), exceeding the training target by 4 hours.

“Our Institute Learning online platform delivers great training on professional know-how, safety (including traffic safety) and workplace codes of conduct, which is very practical for our daily work.”

– Optimas International China, Import/Export Manager

“The Optimas Institute learning platform has been highly beneficial for my learning and professional development. Through Excel and supply chain-related courses, I have gained valuable skills and knowledge that support my daily work and help me perform my role more effectively.”

– Optimas International India, Supply Chain Trade Compliance

ESG Topic covered	Training title	% completion rate
Employee Health & Safety	What is ISO 45001?	56%
	Near Miss Reporting	59%
	Accident and Incident Reporting	57%
	Safety Culture: Practical Workplace Safety	60%
	Fire Awareness	67%
Energy Consumption & GHG Emissions		
Water	What is ISO 14001 (environmental)	56%
Materials, chemicals and waste		
Biodiversity		
Fraud	Code of Conduct: Why Our Values Matter	93%
Money Laundering		
Child labour, forced labour and human trafficking		
Anti-harassment policy	Conflict of Interest Policy International 2025	100%
Conflict of Interest, Corruption		
Discrimination and Harassment		
Responsible Information Management	Suspicious Emails: When to Report	91%
	Cloud Documents Aren't Always What They Seem	90%
	Web Browsing: Domains vs. URLs	90%
	Attack Spotlight: Fake Browser Updates	89%
	URL Fundamentals	89%
	Handling Confidential Information	47%

Apprenticeships and Higher Education

In 2025, we partnered with four training providers to offer apprenticeship training and development pathways. We had a total of 27 apprentices, including 11 new starters, undertaking various levels of learning. These apprentices work across our business including Engineering, Manufacturing, Business Support, Data and Digital and Corporate Services. As well as investing in early careers, we also provide Level 5 and Level 7 higher education learning opportunities to more senior roles. Providing employees with the chance to earn qualifications, no matter what stage of their career they are in, helps reinforce a culture of learning and innovation.

Inspiring future talent through work experience

Our UK office recently welcomed two work experience students, Declan and Bethany, for a week of hands-on learning. During their placement, they gained insight into almost every part of the business, spending time with teams across HR, Operations and Warehouse, Supply Chain, Sourcing, Transport and Trade, Compliance, Commercial, Marketing, Sales and Continuous Improvement.



“The warehouse tour was a real highlight...Fasteners are so important and used in a huge range of industries, it’s a much bigger operation than I realised. This week also introduced me to career paths I hadn’t known about before and roles I’d be interested in pursuing.” – **Declan**

“It was really interesting to see the business from different departments’ perspectives and understand how every team works together to get things done. This experience has given me a much better understanding of how businesses work, which will help with my A-Level Business studies...” – **Bethany**

“

My apprenticeship is helping me understand how a business operates, from processes and policies to how we work with customers. It’s building strong foundations for my career and supporting my growth at Optimas International.

”

Aiden

Business Admin Apprentice

“

The balance of working and learning has been hugely beneficial. The apprenticeship has helped me understand my role in transport and get the most out of the experience at Optimas International.

”

Oliver

Apprentice Transport Coordinator

“

I’m currently completing a Level 3 Business Administration apprenticeship at Optimas International. Learning about the ins and outs of the fastener industry has been really valuable, and the apprenticeship has helped me build strong knowledge and confidence in my role.

”

Ikram

Apprentice Supply Chain Planner

Volunteering and Community Initiatives



Optimas International encourages each of our regions and employees to give back to communities through paid volunteer days. From donations drives and raffles to ultramarathons – find out all the incredible ways and causes that our team contributed to in the past year.

Our Gloucester-based team selected Alzheimer's Society as our Charity of the Year, raising almost £3.5k through fundraising efforts throughout the year including an end-of-year raffle.



Meanwhile, our team in Pune held a donation drive to support two charities: the [Robin Hood Army](#) (RHA) and [Goodwill NGO](#).

The drive aimed to provide donations to help children and families experiencing financial hardship. Our colleagues collaborated on this city-wide initiative, collectively donating 293,623 items of clothing in Maharashtra, India.



Our Gloucester office took part in Children's Christmas Jumper Day, raising an additional £94.

Spotlight: Incredible employee-led fundraising Initiatives



180-Mile Charity Bike Ride for the Cystic Fibrosis Trust £1,465 raised by Steven Bick and his father.



Ultramarathon race finishers Imogen Carratu and her husband raised £1,484 for Children with Cancer UK.



£6,506 raised by Suzy and Sara for their sister Sammie through Maggie's, a charity providing vital care to those affected by cancer.

Customer Health and Safety

Customer health and safety is supported through rigorous monitoring of product quality and the timely remediation of non-conformance. In line with SASB guidance, we treat a non-compliance incident as any case where a product or service fails to meet contractual or regulatory expectations.



Across Optimas International, quality-related incidents and complaints fell from 416 in 2024 to 340 in 2025, with zero product recalls initiated. These values reflect our strong commitment to customer health and safety through the products we supply, strengthened by our quality management processes certified to ISO 9001 standard.

Metric	2025	2024	Trend
Quality related incidents or complaints recorded	340	416	-18%

Customer ESG Reporting Support

We support our customers' sustainability commitments by accessing and sharing data from our supply chain.

Last year, we responded to a growing number of voluntary ESG reporting requirements from customers, reflecting the increasing importance of sustainability data across the sectors we serve. We received more than 50 unique ESG submission requests from customers, fulfilling these primarily through recognised supplier platforms and bespoke questionnaires.

Voluntary Customer ESG reporting channels

Assent Compliance
M2030
Supplier Assurance Questionnaire (SAQ)
Bespoke ESG customer questionnaires
Supplier sustainability training sessions

These submissions require consistent and traceable information on topics such as product level emissions reporting, environmental management, responsible sourcing, human rights, ethics and product compliance. To improve the quality and efficiency of our responses, we continue to strengthen internal data ownership, standardise evidence packs and coordinate inputs across key functional teams.

Continuous improvement case study: building capability to solve customer-specific needs

In 2025, we established a dedicated Continuous Improvement function to strengthen how we identify, prioritise and deliver improvements across existing processes and services. While this function is not solely focused on customer sustainability success, it provides an important foundation for projects that can overlap with and ultimately support the way we offer solutions, services and products tailored to customer-specific needs.

During its first year, the function introduced the Champions 4 Change network, bringing together 32 colleagues from across regions and functions to collaborate, challenge established ways of working and support the execution of change. Early examples include process improvements to reduce stock exposure for customers and supply partners facing administration, as well as ongoing collaboration with a customer to automate shared processes.

These initiatives demonstrate how continuous improvement can help remove operational friction, improve responsiveness and create better outcomes for customers.

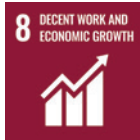
CHAPTER 4

Governance

Our Governance pillar is informed by the priority areas we have recognised as being most impactful on our employees, supply partners and customers. In the following chapters, we discuss how we're delivering on our prioritised commitments. This includes Integrity in our Conduct by upholding robust ethical, data security and governance practices across our global operations, ensuring Resilient Supply Partnerships, by enhancing transparency and embedding sustainability throughout our supply network; and living our value of Accountability through transparent ESG Reporting Excellence.

- **Dedicated Sustainability Lead and function established**
- **Sustainability progress updates at Board level**
- **Zero incidents of corruption or bribery, and or data breaches**





Governance structure and mechanisms

2025 marked a significant milestone in our sustainability capacity building.

Our sustainability governance is built on clear accountability, from Board oversight to operational delivery.

Oversee:
Board oversight

Decide:
ESG executive sponsor

Deliver: Head of sustainability and functional leads

64%

Of our supply partners
(by spend) signed
our Code of Conduct

17

Policies governing
our ethical, social
& environmental conduct

5

ISO-certified
Management Systems
in place

At the start of the year, we appointed our first-ever dedicated Sustainability Lead and in doing so established a group-level sustainability function. The sustainability function reports to the VP of Supply Chain and Strategic Sourcing, the ESG Sponsor who ensures executive representation and accountability at Senior Leadership level. At Board level, sustainability performance is subject to biannual updates on select ESG metrics, ensuring strategic oversight at the highest level of the organisation.

Operational delivery is driven by the Sustainability Lead, who works collaboratively with key functional leads such as Legal, Health & Safety and Sourcing Managers to cascade actions and embed sustainability commitments into day-to-day activities. Together, this structure ensures sustainability governance flows from Board-level oversight through to operational delivery, with clear lines of accountability at each level of the organisation.

Governance mechanisms such as our comprehensive suite of ESG policies mapped to our priority ESG themes, certified management systems and mandatory training, are in place to ensure a robust standard of accountability and integrity across our value chain.

Governance structure and mechanisms Continued

Our conduct is underpinned by a comprehensive suite of policies that are reviewed and updated annually. Most of our policies have embedded targets, which feature elsewhere in this report. A selection of our policies extends beyond our own operations to our supply partners directly.

Policy or document title	Themes covered	All regions	Suppliers
Health & Safety Policy Statement	Employee Health & Safety	✓	
International Employee Handbook	Working Conditions	✓	
International Employee Handbook	Social dialogue	✓	
Career Management and Progression Policy	Career Management and training	✓	
Optimas International UK Study & Training Policy	Career Management and training		
Human Rights Policy 2026	Child labour, forced labour and human trafficking	✓	
	External stakeholder human rights	✓	
DEI Statement 2026	Discrimination and Harassment	✓	
Whistleblowing Policy 2026	Anti-harassment policy	✓	✓
	Discrimination and harassment	✓	
	Corruption	✓	
	Conflict of interest	✓	
	Fraud	✓	
Sustainable Procurement policy	Sustainable Procurement policy	✓	✓
Conflict Minerals Statement 2026	Conflict minerals	✓	✓
Optimas Supplier Code of Conduct 2025	Supplier Sustainability Code of Conduct	✓	✓
Environmental Policy 2024	Energy Consumption & GHG Emissions	✓	
	Water	✓	
	Materials, chemicals and waste	✓	
	Biodiversity	✓	
Optimas Business Manual: Quality	Customer Health & Safety	✓	
Anti-bribery Policy 2026	Corruption	✓	
Conflict of interest policy 2026	Conflict of interest	✓	
THREAD Code of Conduct 2026	Fraud		
	Working Conditions		
	Discrimination and harassment	✓	
	Employee Health & Safety		
Optimas Anti-Money Laundering Policy	Money Laundering	✓	
Information Security Policy 2026	Responsible Information Management	✓	
Optimas Artificial Intelligence (AI) Acceptable And Responsible Use Policy	Responsible Information Management	✓	



Governance structure and mechanisms Continued

Our governance documents are reinforced by externally certified management systems. This ensures we monitor, document and manage how these practices are embedded against recognised best practice.

ISO-Certified Management Systems in place

ISO Type	Description	UK - select sites	UK - all	France	Turkey	India	China	% coverage*
ISO 14001	Energy Management System	✓		✓	✓		✓	61%
ISO 27001*	Information Security Management System		✓	✓	✓	✓	✓	100%
ISO 9001	Quality Management System		✓	✓	✓	✓	✓	100%
ISO 14064	Greenhouse gas emissions reporting system		✓	✓	✓	✓	✓	100%
ISO 45001	Occupational health and safety management	✓		✓	✓	✓		53%

*Coverage based on facility-based employees in primary sites.

² During 2025, Optimas International continued to operate under the ISO 27001 certification held through the shared US/Americas infrastructure in place before separation. This arrangement is expected to continue until the end of 2026, after which Optimas International will obtain its own independent ISO 27001 certification as part of the wider infrastructure and business separation.

Quality, information security and emissions reporting (Scope 1 & 2, reasonable assurance) certification covers all our regions as standard practice. Environmental and health & safety management systems currently cover just over half our primary sites.

Accountability through our training

A policy is only as strong as the awareness behind it. Annually, our mandatory training covers fraud, conflict of interest, discrimination and harassment and responsible information management, with completion rates ranging from 60% to 100%:

Ethics and Compliance Topics	Training title	% completion rate
Fraud		
Money Laundering		
Child labour, forced labour and human trafficking	Code of Conduct: Why Our Values Matter	93%
Anti-harassment policy		
Anti-bribery		
Conflict of Interest, Corruption	Conflict of Interest Policy International 2025	100%
Discrimination and Harassment	Diversity, Equity and Inclusion Basics	60%
	Suspicious Emails: When to Report	91%
	Cloud Documents Aren't Always What They Seem	90%
Responsible Information Management	Web Browsing: Domains vs. URLs	90%
	Attack Spotlight: Fake Browser Updates	89%
	URL Fundamentals	89%



Zero tolerance approach to unethical conduct

We identified no confirmed incidents of bribery or corruption during the reporting period and therefore required no corrective actions.

0

Number of
grievances raised through
anonymous hotline

0

Incidents of
corruption
or bribery

100%

Completion rate of
conflict-of-interest
assessments

Our procedures for investigating, remediating and preventing misconduct remain fully in place and ready to act, should an incident arise. Should this occur, we would:

- Conduct an independent and confidential investigation
- Suspend or terminate improper activities and relationships where necessary
- Apply appropriate disciplinary measures, up to and including termination of employment or contracts
- Remediate identified control weaknesses and strengthen internal controls
- Provide additional targeted training and awareness programmes
- Report the matter to relevant authorities where legally required
- Monitor and review the effectiveness of corrective and preventive actions to prevent recurrence

Our approach to data and cyber security

Protecting data and maintaining resilient information systems are central to how we uphold trust with employees, customers and supply partners. Our approach is guided by documented information security policies and procedures, supported by an Information Security Management System aligned to ISO 27001.

Cyber awareness testing and training

Our cybersecurity measures combine system monitoring, employee awareness and clear escalation routes. We use phishing simulation campaigns to test awareness and reinforce good practice, with targeted follow-up training provided where employees interact with simulated threats. Genuine phishing attempts identified outside the simulation programme are also communicated to the business, helping maintain vigilance against evolving risks.

649

Phishing simulation
emails sent to test
employee awareness

Data privacy compliance

Compliance with data privacy regulations is managed through our information security policies, responsible information management training and internal procedures for handling confidential data. These controls support appropriate collection, use, storage and protection of personal and business information across our international operations.

Our data breach response approach is designed to ensure suspected incidents are identified, escalated, assessed and remediated promptly. Where an incident has potential privacy or regulatory implications, it is reviewed through the appropriate internal channels so that containment, notification and corrective actions can be managed in line with applicable requirements.

100%

Of risky third-party partners with
completed due diligence assessment

0

Confirmed information security
incidents in the year

Artificial Intelligence policy

In 2025, we rolled out the Optimas Artificial Intelligence Acceptable Use Policy 2025, which was mandatory for all users to read and acknowledge. Access to AI applications was gated behind mandatory training, meaning users could only be assigned a licence once training had been completed. This ensures safe and responsible use of AI tools across the business.





Responsible Supply Chain Auditing

Accountability in our supply chain starts with knowing who to focus on and how to build their capacity.

Last year, our supply chain spanned 2,136 active suppliers worldwide, yet a relatively small group of 101 suppliers accounted for 80% of our annual spend. Understanding where our influence is greatest and where our risk is concentrated shapes how we prioritise our auditing effort year on year.

In 2025, that focus translated into 289 completed audits: 238 planned, 161 carried out on-site, plus a further 51 unplanned audits triggered where they were needed most.

Type of audit	2025	2024
Number of planned audits completed	238	158
Total completed audits (including unplanned)	289	215
Supplier incidents recorded	417	446

7%

Reduction in
supplier incidents
in 2025

Reducing supplier incidents is one of the ways we measure success of our auditing.

Supplier incidents span areas such as occupational health & safety, product contamination and non-conformance. Despite auditing against a materially higher target than the prior year, incidents fell year-on-year. This is a positive signal that increased audit coverage is translating into improved supplier performance, not just increased detection.

Compliance as a foundation

Good governance starts with the basics done properly.

This year, our core quality audits carried a full compliance section covering conflict minerals, trade regulation and human rights, giving us evidenced, on-the-ground findings well ahead of our dedicated sustainability audit strand launching in 2026.

	Supplier A (India)	Supplier B (China)
Conflict minerals (CMRT)	Submitted	Confirmed conflict-free
ROHS / REACH	Compliant	Compliant
Quality certification	IATF 16949 / ISO 9001 (current)	IATF 16949 / ISO 9001 (current)
Environmental / H&S certification	ISO 14001 certified; H&S audited 6-monthly	ISO 14001 & ISO 45001 certified

Turning audit findings into supplier capability

Audits only create value when they lead to improvement. Action plans are how we turn audit findings into real capability improvements across our supply base and last year, 68% of these were generated and closed out.

These action plans were shaped by audits spanning seven countries, combining our standard Supplier Assessment and Product & Process formats with a VDA 6.3 process audit, a rigorous German-automotive-standard methodology. The results were practical, closed-out corrective actions, including:

- Workplace organisation (5S) gap on a gangway > corrected and closed
- Operator uncertainty on SPC control charts and measurement technique > targeted training delivered and closed
- A control-plan/loading-instruction tolerance mismatch > corrected and closed
- Spare-parts buffer stock below minimum for a long-lead-time machine part > buffer increased and closed

Looking Ahead

We are developing a single, bespoke audit tool designed to adapt across a diverse global supplier base, from large manufacturers to trading distributors operating under different regulatory regimes. By the end of 2026, this will bring together in one tool:

- A dedicated sustainability audit strand aligned to our Sustainable Procurement Policy
- Standalone audit strand for CBAM (Carbon Border Adjustment Mechanism) and cyber security.

Looking Ahead Continued

Case study: Sustainability Supplier Award Pilot

Around 98% of Optimas International’s environmental footprint sits upstream, in our supply chain. Until now, we had no consistent way to tell which suppliers were genuinely governing sustainability well, versus simply stating it. In 2025, we trialled a new answer: the Sustainability Champion Award.

Our approach shortlisted eight supply partners, representing 25% of 2024 spend. These suppliers were assessed on governance (board oversight, incentives, long-term strategy) rather than headline pledges, scored using only public evidence to establish a framework for an award in the future.



Metric	2025
Suppliers shortlisted	8
Spend represented	25%
Average score (/19)	8
Winning score (/19)	16

Next steps

In 2026, we will widen the pool to our top-spend and CBAM-exposed suppliers (~80% of spend) and will use our formal sustainability audit strand as the basis of our Sustainability Award. Beyond that, we will aim to add a circularity criterion to drive progress in our Net Zero ambitions on behalf of our customers.

CHAPTER 5

ESG Reporting



SASB Index Report

Energy Management

Metric Code	Metric Description	Unit of Measure	Category	Location/Response
CG-MR-130a.1	Total energy consumed	Gigajoules (GJ)	Quantitative	8,747
CG-MR-130a.1	Percentage grid electricity	%	Quantitative	100
CG-MR-130a.1	Percentage renewable	%	Quantitative	51% (green energy tariffs)

Data Security

Metric Code	Metric Description	Unit of Measure	Category	Location/Response
CG-MR-230a.1	Description of approach to identifying and addressing data security risks.	N/A	Discussion and Analysis	See chapter 'Our approach to data and cyber security'
CG-MR-230a.2	Number of data breaches	Number	Quantitative	0
CG-MR-230a.2	% that are personal data breaches	Percentage (%)	Quantitative	0
CG-MR-230a.2	Number of customers affected	Number	Quantitative	0

Labour Practices

Metric Code	Metric Description	Unit of Measure	Category	Location/Response
CG-MR-310a.1	Average hourly wage and (2) % of in-store and distribution center employees earning minimum wage, by region	Presentation currency, Percentage (%)	Quantitative	Not disclosed
CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	Percentage (%)	Quantitative	18% total turnover
CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	Presentation currency	Quantitative	0

Workforce Diversity & Inclusion

Metric Code	Metric Description	Unit of Measure	Category	Location/Response
CG-MR-330a.1	Percentage of gender representation for executive management	Percentage (%)	Quantitative	7%
CG-MR-330a.1	Percentage of diversity group representation for executive management	Percentage (%)	Quantitative	Not disclosed
CG-MR-330a.1	Percentage of gender representation for non-executive management	Percentage (%)	Quantitative	25%
CG-MR-330a.1	Percentage of diversity group representation for non-executive management	Percentage (%)	Quantitative	Not disclosed
CG-MR-330a.1	Percentage of gender representation for all other employees	Percentage (%)	Quantitative	32%
CG-MR-330a.1	Percentage of diversity group representation for all other employees	Percentage (%)	Quantitative	Not disclosed
CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Presentation currency	Quantitative	0

SASB Index Report Continued

Product Sourcing, Packaging and Marketing				
Metric Code	Metric Description	Unit of Measure	Category	Location/Response
CG-MR-410a.1	Revenue from products third-party certified to environmental or social sustainability standards	Presentation currency	Quantitative	20% (calculated based on third-party vendors with Ecovadis certifications)
CG-MR-410a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	N/a	Discussion and Analysis	Disclosed
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	N/a	Discussion and Analysis	Compliances with Environmental regulations such as PPWR.
Activity Metrics				
Metric Code	Metric Description	Unit of Measure	Category	Location/Response
CG-MR-000.A	Number of (1) retail locations and (2) distribution centres.	Number	Quantitative	19
CG-MR-000.A	Total area of: (1) retail space and (2) distribution centres	Square metres (m2)	Quantitative	Not disclosed

GRI Index

GRI 2: General Disclosures 2021

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 2: General Disclosures 2021	2-1	Organizational details	Introduction to report
	2-2	Entities included in the organization's sustainability reporting	Restatements of Information, Introduction to Report
	2-3	Reporting period, frequency and contact point	About this Report
	2-4	Restatements of information	Restatements of Information
	2-5	External assurance	Verification Statement
	2-6	Activities, value chain and other business relationships	Value Chain Mapping
	2-7	Employees	About this Report
	2-8	Workers who are not employees	Not Applicable
	2-9	Governance structure and composition	Governance structure and mechanisms
	2-10	Nomination and selection of the highest governance body	Not disclosed
	2-11	Chair of the highest governance body	Not disclosed
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance structure and mechanisms
	2-13	Delegation of responsibility for managing impacts	Governance structure and mechanisms
	2-14	Role of the highest governance body in sustainability reporting	Governance structure and mechanisms
	2-15	Conflicts of interest	Zero Tolerance Approach to Unethical Conduct
	2-16	Communication of critical concerns	Communication and Recognition
	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	Governance structure and mechanisms
	2-20	Process to determine remuneration	Not disclosed
	2-21	Annual total compensation ratio	Not disclosed

GRI Index Continued

GRI 2: General Disclosures 2021 Continued

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Our Sustainability Strategy
	2-23	Policy commitments	Governance structure and mechanisms
	2-24	Embedding policy commitments	Governance structure and mechanisms, Accountability through our Training
	2-25	Processes to remediate negative impacts	Governance structure and mechanisms
	2-26	Mechanisms for seeking advice and raising concerns	Zero Tolerance Approach to Unethical Conduct
	2-27	Compliance with laws and regulations	Standards and Regulations
	2-28	Membership associations	Contents & highlights page
	2-29	Approach to stakeholder engagement	Communication and Recognition, Zero Tolerance Approach to Unethical Conduct
	2-30	Collective bargaining agreements	Governance structure and mechanisms

GRI 3: Material Topics 2021

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 3: Material Topics 2021	3-1	Process to determine material topics	2024 Sustainability Report
GRI 3: Material Topics 2021	3-2	List of material topics	2024 Sustainability Report
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Sustainability Strategy, Governance structure and mechanisms

GRI 101: Biodiversity 2024

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	Governance structure and mechanisms
GRI 101: Biodiversity 2024	101-2	Management of biodiversity impacts	Managing our Environmental Impacts
GRI 101: Biodiversity 2024	101-3	Access and benefit-sharing	Not Applicable
GRI 101: Biodiversity 2024	101-4	Identification of biodiversity impacts	Environmental Management System and reporting
GRI 101: Biodiversity 2024	101-5	Locations with biodiversity impacts	Environmental Management System and reporting
GRI 101: Biodiversity 2024	101-6	Direct drivers of biodiversity loss	Not disclosed
GRI 101: Biodiversity 2024	101-7	Changes to the state of biodiversity	Not disclosed
GRI 101: Biodiversity 2024	101-8	Ecosystem services	Not Applicable

GRI 102: Climate Change 2025

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 102: Climate Change 2025	102-1	Transition plan for climate change mitigation	Not disclosed
GRI 102: Climate Change 2025	102-2	Climate change adaptation plan	Our Net Zero Strategy
GRI 102: Climate Change 2025	102-3	Just transition	Not disclosed
GRI 102: Climate Change 2025	102-4	GHG emissions reduction targets and progress	Our Net Zero Performance
GRI 102: Climate Change 2025	102-5	Scope 1 GHG emissions	Our Net Zero Performance
GRI 102: Climate Change 2025	102-6	Scope 2 GHG emissions	Our Net Zero Performance
GRI 102: Climate Change 2025	102-7	Scope 3 GHG emissions	Our Net Zero Performance
GRI 102: Climate Change 2025	102-8	GHG emissions intensity	Our Net Zero Performance
GRI 102: Climate Change 2025	102-9	GHG removals in the value chain	0
GRI 102: Climate Change 2025	102-10	Carbon credits	0

GRI Index Continued

GRI 103: Energy 2025

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 103: Energy 2025	103-1	Energy policies and commitments	Governance structure and mechanisms, Clean Energy Transition
GRI 103: Energy 2025	103-2	Energy consumption and self-generation within the organization	Clean Energy Transition
GRI 103: Energy 2025	103-3	Upstream and downstream energy consumption	Not disclosed
GRI 103: Energy 2025	103-4	Energy intensity	Clean Energy Transition
GRI 103: Energy 2025	103-5	Reduction in energy consumption	Clean Energy Transition

GRI 301: Materials 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Material sourcing and circularity
GRI 301: Materials 2016	301-2	Recycled input materials used	Material sourcing and circularity
GRI 301: Materials 2016	301-3	Reclaimed products and their packaging materials	Not disclosing

GRI 303: Water and Effluents 2018

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Not Applicable
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	Not disclosed
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Not disclosed
GRI 303: Water and Effluents 2018	303-4	Water discharge	Not disclosed
GRI 303: Water and Effluents 2018	303-5	Water consumption	Not disclosed

GRI 306: Effluents and Waste 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 306: Effluents and Waste 2016	306-3	Significant spills	0

GRI 306: Waste 2020

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Managing our Environmental Impacts
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Not disclosed
GRI 306: Waste 2020	306-3	Waste generated	Managing our Environmental Impacts
GRI 306: Waste 2020	306-4	Waste diverted from disposal	Managing our Environmental Impacts
GRI 306: Waste 2020	306-5	Waste directed to disposal	Managing our Environmental Impacts

GRI 205: Anti-corruption 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Zero tolerance approach to unethical conduct
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Accountability through our training
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	Zero tolerance approach to unethical conduct

GRI 206: Anti-competitive Behavior 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not disclosed

GRI Index Continued

GRI 401: Employment 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	People and Culture
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report
GRI 401: Employment 2016	401-3	Parental leave	Maintaining engagement and satisfaction

GRI 402: Labor/Management Relations 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Not disclosed

GRI 403: Occupational Health and Safety 2018

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	Health, Safety and Wellbeing
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	Health, Safety and Wellbeing

GRI 404: Training and Education 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Training and development
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Training and development, Apprenticeships & Higher Education
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	People and Culture

GRI 405: Diversity and Equal Opportunity 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	People and Culture
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	People and Culture

GRI 406: Non-discrimination 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Zero tolerance approach to unethical conduct

GRI 407: Freedom of Association and Collective Bargaining 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Disclosed

GRI 408: Child Labor 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Not Applicable

GRI Index Continued

GRI 409: Forced or Compulsory Labor 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not Disclosed

GRI 410: Security Practices 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	0

GRI 414: Supplier Social Assessment 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Response: 88 Suppliers (see previous Sustainability Report)
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	Response: see previous Sustainability Report

GRI 416: Customer Health and Safety 2016

GRI Standard	Disclosure	Metric Title	Chapter title/Response
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Customer Health and Safety
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Health and Safety



UN SDGs & SBTi Reports

Sustainability Strategic Pillar	Sustainable Development Goal	SDG Target Code	SDG Target	Corresponding Metric Title	Reported Unit
Action against climate change		13.2	Integrate climate change measures into national policies, strategies and planning	Scope 1 and Scope 2 GHG emissions	tCO2e
Action against climate change		7.2	By 2030, increase substantially the share of renewable energy in the global energy mix	Renewable energy consumption (% of total energy)	51% (green energy tariffs)
Action against climate change		12.5	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	(a) Hazardous waste generated and (b) proportion of hazardous waste treated.	(a) 0 tonnes, (b) N/A
Action against climate change					
Natural Resource Stewardship		15.5	Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and...protect and prevent the extinction of threatened species	Sites located in or adjacent to biodiversity-sensitive areas	Biodiversity-sensitive areas have been identified near all of our sites.
Keep materials in circulation		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Total waste generated	840 tonnes
Keep materials in circulation		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Waste diverted from disposal (recycled / reused)	87% of total waste
Keep materials in circulation		12.6	Encourage Companies to Adopt Sustainable Practices and Sustainability Reporting	% of suppliers (by spend) with sustainability reports or disclosure	25% (of total spend)
Placing people first		8.5	By 2030, achieve full and productive employment and decent work for all women and men...and equal pay for work of equal value	Gender pay gap	(-13.8)%
Placing people first		8.5	By 2030, achieve full and productive employment and decent work for all women and men...and equal pay for work of equal value	Workforce gender diversity	32% female employees
Placing people first		8.8	Protect labour rights and promote safe and secure working environments for all workers	Lost Time Injury Frequency Rate (LTIFR)	0
Placing people first		8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking...and eliminate the worst forms of child labour	Confirmed incidents of child or forced labor	0
Customer sustainability Success		3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	Product safety incidents / recalls	0
Resilient Supply Partnership		8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking...and eliminate the worst forms of child labour	Suppliers screened using social criteria	64% of suppliers signed Code of Conduct
Integrity in our conduct		16.6	Develop effective, accountable and transparent institutions at all levels	Employees trained on Code of Conduct	93% of employees
Integrity in our conduct		16.5	Substantially reduce corruption and bribery in all their forms	Confirmed incidents of corruption	0
Integrity in our conduct		16.5	Substantially reduce corruption and bribery in all their forms	Operations assessed for corruption risk	100% completion of conflict of interest assessment

CHAPTER 6

Verification Report



Greenhouse Gas Emissions Verification Statement

Introduction:

Solution
Greenhouse Gas Verification Statement

Created For

Optimas OE Solutions Ltd

Address

Waterwells Drive Quedgeley, Gloucester, GL2 2FR

Measurement Period

1st January 2025 - 31st December 2025

Prepared By

Bryony Karsenbarg, Pause People

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, including sources of and application of GHG conversion factors; and
- Develop and maintain a query log to support and document clarifications and responses.

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;
- Is not materially correct or would not lead to misrepresentation of the data provided; 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 determination of these GHG emissions for the stated period and boundaries.

Statement of Independence, Impartiality, and Competence:

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

27/08/26

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.

Introduction

Pause People Collective Limited was engaged to conduct an independent verification of the Greenhouse Gas (GHG) emissions reported by Optimas OE Solutions Ltd 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'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, review and report the information.

Boundaries of the Emissions Covered by the Verification

Operational Control

Period Covered by the GHG Emissions Verification

1st January 2025 to 31st December 2025

Verified Emissions Results

Scope 1: 696.53 tonnes of CO2 equivalent

Scope 2 (Location Based): 645.69 tonnes of CO2 equivalent

Scope 2 (Market Based): 551.54 tonnes of CO2 equivalent

Scope 3: 70,426.33 tonnes of CO2 equivalent (Category 1: Purchased Goods & Services only)

GHG Reporting Protocols Against which the Verification was Conducted

- Greenhouse Gas Protocol Corporate Accounting and Reporting Standard
- Greenhouse Gas Protocol (Scope 2) Guidance
- Greenhouse Gas Protocol Corporate Value Chain (Scope 3) 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
- Scope 3: Limited Assurance
- Qualifications: Airport Carbon Accreditation Approved 3rd Party Verifier (Level 5)