



OMP Environmental, Social and Governance (ESG) Policy

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TABLE OF CONTENTS

1	LEADERSHIP MESSAGE	3
2	INTRODUCTION	3
3	ENVIRONMENTAL RESPONSIBILITY	4
4	SOCIAL RESPONSIBILITY.....	6
5	GOVERNANCE RESPONSIBILITY	8
6	CONTACTS AND FEEDBACK	9



1 LEADERSHIP MESSAGE

Throughout the years, OMP has established itself as one of the leading solution providers in the Supply Chain Planning Industry. All the while, sustainability has been more than a buzzword for us; it has been a cornerstone of our operations and core values. Over the years, we've integrated policies and mechanisms to ensure that our actions resonate with the principles of sustainability and environmental, social, and governance (ESG) best practices.

A pivotal part of our commitment to sustainability lies in the solutions we offer our customers. Our innovative planning solutions have been instrumental in empowering businesses to manage and significantly reduce their environmental impact. By integrating sustainable practices into their supply chains, our clients are both streamlining operations and contributing to a more environmentally-conscious future.

However, our journey doesn't stop here. We recognize that the road to a more sustainable and equitable future is a continuous one, and there's more terrain to cover. It begins with leading in those areas where we have the skills and ability to make an impact, be it on a local, national or global level. And as the global dynamics evolve and the call for sustainable operations amplifies, we're not just ready to adapt; we're eager.

In line with this commitment, we are currently undertaking a materiality study to pinpoint our impacts, enabling us to adjust our business strategies with even greater precision. While we've already made commendable efforts to curtail our CO2 emissions, we're now magnifying our focus. By diligently recording our emission levels, we're setting the stage to establish more ambitious, data-driven emission targets. This dedication to transparency and accountability will take form in our yearly reports. Starting next year, we will provide regular updates on our progress, underscoring our commitment to genuine, lasting change in the field of sustainability.

Anita Van Looveren

CEO OMP

2 INTRODUCTION

"We're here for a good reason. We help our customers boost value, connect and give back to the community, and contribute to a more sustainable world."

At OMP, we are committed to very high standards of personal and professional behavior throughout our company in everything we do. This is not just a matter of corporate responsibility, but a reflection of our dedication to making the world a better place. Central to our culture, our people, and our product & service offerings is a determination to enhance our environmental, social, and governance (ESG) performance.

However, this current version of our ESG policy is, by design, a work in progress. Within this policy, we will articulate the numerous policies and processes that we have already established, serving as testament to our existing commitment. We recognize that our journey is ongoing: this document highlights the actions we've undertaken thus far and sets the blueprint for our next steps in sustainability.

Our pledge to the UN Global Compact and our support for the UN Sustainable Development Goals mentioned below, showcases our global alignment with forward-thinking sustainability initiatives.



3 ENVIRONMENTAL RESPONSIBILITY

“Our world is changing. Rapidly. Disruptively. A constant quest for better, putting the importance of the environment on top.”

Our commitment to sustainability is both an internal commitment and an external promise. As a supply chain planning software provider, our services are pivotal in providing our customers with more sustainable supply chains, making an enduring impact on the environment. Internally, we strive to constantly evaluate and adapt our processes to ensure they align with the current environmental benchmarks.

In the sections that follow, we will outline how we are empowering our customers to achieve greener and more sustainable supply chains, using the capabilities of our software to meet the evolving environmental demands of our time. Furthermore, we will outline the steps we are taking internally, continuously optimizing our operations to lessen our environmental footprint.

Towards our Customers

The future of our planet and its people will determine our future as a company. Recognizing global environmental challenges, we are committed to fostering a healthier environment. As a leading force in the global development and implementation of supply chain planning solutions, we see our role as not just adding value but positively impacting global sustainability efforts. The United Nations' Sustainable Development Goals (SDGs) emphasize that a sustainable supply chain is essential for the achievement of many of the SDGs, recognizing its critical importance for a prosperous, equitable, and resilient future.

Sustainability, in its broadest sense, is rapidly becoming daily business in supply chains. It's evident that for companies to thrive long-term, sustainability goals must be at the forefront. Sustainability goals are taking center stage in supply chains, meaning that the risks and opportunities related to environmental, social, and governance criteria must be given high priority, and will have to be included in any planning decision.

Incorporating ESG criteria into the planning process means considering a multitude of additional factors such as a purchase strategy focusing on sourcing from certified suppliers, more sustainable inventory policies, waste reduction, carbon emission limits, addressing water scarcity, and more. This added layer of complexity demands advanced planning tools, like those OMP provides. Our tools not only factor in traditional supply chain considerations but also seamlessly integrate these ESG criteria.

Our planning and optimization tools are designed to help our customers in making the right choices, again and again in a constantly changing environment. They support companies in their transition to greener strategies and decision-making processes.



Key functionalities include:

- Reporting—This includes real-time daily, weekly, or monthly standard reports as well as customizable reports and search engines with drill-down capabilities visualizing ESG KPI's.
- Monitoring and alerting—This includes the calculation of indicators as well as alerting mechanisms that call for action in the event of deviations. ESG criteria can be added as soft or hard constraints in planning decisions.
- Optimization—This includes mathematical and AI solvers that allow plans to be adjusted and finetuned (automatically or semi-automatically), as well as the development and evaluation of scenarios.

These three functionalities are available on all time horizons, from the short-term scheduling of production activities to long-term strategic planning. They assist manufacturers in optimizing product usage, lowering carbon emissions, ensuring product availability, and promoting efficient recycling. We're dedicated to driving sustainable growth within our customer base and the broader business community, believing this commitment is essential for a brighter environmental future.

Towards ourselves

With a global footprint spanning operations and projects, we are keenly aware of our environmental responsibilities. While we are diligent in complying with environmental laws and regulations, our commitment stretches to proactive measures that exceed the basic requisites, ensuring we act in the planet's best interest.

Our sustainability journey focuses on steadily improving our environmental impact. We're committed to using less energy, water, and reducing waste and carbon emissions. While our goals are ambitious, we tackle them practically and cost-effectively. A big part of our strategy is getting our employees on board. By motivating and guiding them, we hope to see steady progress in our day-to-day sustainability. Our past initiatives show our dedication. These include transitioning to a heat pump in our office, tapping into rainwater for sanitary needs, and dispensing with plastic cups. Moreover, August 2023 marked a significant step forward in our sustainability journey. A total of 564 solar panels were installed on the roof of our headquarters in Wommelgem, now generating renewable energy and contributing to an impressive annual production of over 200 MWh.

Mobility, too, has been a focus of our green initiatives. Our ongoing transition from hybrid vehicles to a fully electric fleet is proof of this commitment. Additionally, our bike program continues to grow, promoting an environmentally-friendly commute. Coupled with our emphasis on a hybrid work culture, these efforts aim to substantially mitigate commute-related emissions.

We're currently reviewing all our emissions to get a clearer picture of our carbon footprint. This will help us set clear, data-driven targets to cut our emissions further. While we're still early in this process, we're committed to setting and reaching higher environmental goals in the coming years.



4 SOCIAL RESPONSIBILITY

"We care for people. We aim for sustainable growth and personal development. At OMP, we believe in giving back, create a lasting impact, with personal commitment coming from the heart."

A deep commitment to social responsibility is core to who we are as a company. We believe people are at the heart of our business and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce as well as a valued partner to all our stakeholders (customers, partners, suppliers) and the communities we deal with.

In this section, we'll outline how we support and reward our employees, promote well-being, and champion diversity and inclusion. Additionally, we'll highlight our efforts in giving back to our communities. Through these actions, we aim to create a positive impact both inside and outside our organization.

Our reward vision

We know that the first step in hiring and retaining the best talent begins with providing a secure and motivating environment where their contributions are genuinely appreciated. Central to this is our fair pay initiative, ensuring compensation remains competitive and reflective of roles, qualifications, and experience in the broader market.

Our goal is to develop reward programs that are globally consistent yet reflect regional nuances, and that tie directly to business outcomes. Recognizing our team's pivotal role in OMP's future, we believe they should also share in our (financial) successes. Every part of our reward system is designed with economic and social responsibility, aligned with the long-term strategy of our organization.

Life@OMP - Culture & Engagement

From day one, our team feels the vibe at OMP. OMP is home to passionate people who support each other's growth. Beyond just exchanging knowledge, we value the enjoyment that comes with teamwork.

Being a part of OMP is more than just a job; it's about being part of a global community and connecting with colleagues around the world. Our work environment is vibrant, fostering innovation and collaboration while giving everyone a sense of purpose and a feeling of belonging.

Our five guiding values are People, Passion, Pride, Promise, and Partner. These words may be brief, but they have a profound influence, shaping our operational principles and guiding our contributions and behavior.

We promote open communication, with our leaders embracing an "open door policy." Employees have ample opportunities to share feedback during one-on-one sessions with their coaches, team managers, OMPulse sessions, and during our performance and development review process (ARDP).

Recognizing and celebrating achievements is key for us. It not only instills a sense of accomplishment but also drives engagement, productivity, and loyalty. Celebration and recognition not only boost individual employee engagement, but it also has been found to increase productivity and loyalty to the company, leading to higher retention. To keep our people up to date, we have monthly company and team meetings, lunch & learn sessions, an internal newsletter and regular press releases. Plus, it's vital for us to bond and celebrate together, whether it's through annual events, team buildings, marking project milestones, or participating in sports games.

Career & growth

We recognize that talent is diverse. Every individual has unique skills and insights, and we value them all. We respect and value the unique skills each team member brings, emphasizing that everyone contributes distinctively to our collective achievements. This isn't just employment—it's a journey of continuous growth and contribution.



We are committed to employee development. We actively invest in encouraging both personal and professional growth for all team members. This includes a robust coaching framework, regular performance and development evaluations, and ample role-specific training opportunities. As our organization evolves, new career paths emerge: our talent management program encourages employees to build their career in line with their ambitions and promotes internal mobility.

Training at OMP is tailored, taking into account individual backgrounds and experiences. Continuous guidance and mentorship are provided, from immediate day-to-day support to long-term career coaching. Whether aiming for a generalist role, specialization or leadership, our comprehensive programs ensure every team member has the resources to meet and exceed their professional aspirations. This approach supports our internal growth and shows our commitment to ethical and sustainable business practices.

Well-being

At OMP, we genuinely care about one another. It's fundamental to who we are. We believe that when our team is feeling good, both mentally and physically, we work better together.

Our 'Better Together in Better Balance' program supports this belief by addressing various aspects of well-being:

Mental Health: We have a dedicated team of internal counselors and offer external programs to help our colleagues manage stress and maintain energy.

Physical Health: We organize sports activities regularly, encouraging everyone to join in.

Job Satisfaction: If an employee feels they might be better suited to a different role or needs a change, our career framework and talent-oriented coaching is there to guide and support them.

Work Environment: Our hybrid work model aims to strike the right balance. It offers the flexibility to work remotely, but also focuses on maintaining team communication and a sense of belonging.

Together with our comprehensive benefits, the 'Better Together in Better Balance' program helps our people find the right balance in their work and personal lives.

Diversity and Inclusion

We highly value diversity, be it in terms of gender, age, ethnicity, or cultural background. Equal opportunity is a vital part of our hiring process to ensure we have a rich mix of perspectives.

We see diversity and inclusion as a catalyst for innovation and growth. Different viewpoints and backgrounds not only add value but also boost our business success.

Our workplace is built on respect, free from any form of discrimination or harassment. Equal pay and equal opportunity are non-negotiables for us.

Our commitment to diversity and inclusion applies to the highest levels of the organization: we believe diversity at the leadership level enhances our management performance and ultimately benefits our shareholders.

Strengthening our Communities

Bringing value to our customers has helped us grow, both as a company and as professionals. In return, we believe in sharing our success. This commitment is highlighted by our reinvestment of up to one third of our revenue into research and development allowing us to better serve our clients, as well as distributing profits among employees. We're equally dedicated to supporting causes that can benefit from our help.



It's in our company's DNA to spread joy and positivity. Our corporate social responsibility program is based on the same philosophy. We're passionate about partnering with dedicated non-profit organizations, aiming to create lasting changes for the greater good.

Our commitment to giving back is a deeply personal journey for us. Every year, our people nominate charities that resonate with them on a profound level. To ensure everyone has a voice in this endeavor, all employees participate in deciding which charities receive our support. Together, as a collective, we make meaningful contributions that truly come from the heart.

5 GOVERNANCE RESPONSIBILITY

"OMP fosters sustainable growth built on a foundation of professional management and responsible collaboration."

We recognize that our long-term success and reputation are built on a foundation of robust governance, ethical business conduct, and strategic risk management. By upholding these standards, we aim to consistently deliver value to our shareholders and stakeholders. It allows us to maintain sustainable partnerships with our customers, suppliers, and other partners. Our governance structure is designed to reflect the high standards we set for ourselves and to promote transparency, accountability, and integrity at every level of our organization.

Partnership

The partnerships we form are carefully chosen based on shared vision and values. We seek out collaborations that complement our expertise, ensuring that both OMP and our partners benefit from the synergy. Our aim is to seamlessly align with partners that offer the best fit for us and our customers.

Furthermore, we actively pursue relationships with suppliers who are equally committed to sustainable practices. All suppliers working with OMP are bound to the principles set out in our Supplier Code of Conduct, which underscores our commitment to ethical operations. During supplier and customer evaluations, OMP takes the appropriate steps to ensure ethical business practices. We remain vigilant throughout our partnerships, ensuring adherence to labor and human rights, including diversity and inclusion initiatives. Additionally, we prioritize environmental responsibility, robust management systems, and transparent governance.

Board of Directors and Executive Management

The Board of Directors relies on corporate governance guidelines to effectively fulfill its responsibilities. These guidelines ensure the smooth operation of the Board and its internal committees, including the Audit Committee, Remuneration Committee, and Security Board. The Board's primary mission is to guide OMP's management in creating long-term value for shareholders. Beyond that, the Board is committed to upholding the company's reputation for integrity and sustainability among its employees, customers, partners, suppliers, other stakeholders, and the broader community.

OMP's established Codes of Conduct — for both employees (Business Conduct and Ethics) and partners/suppliers (Supplier Code of Conduct) — set a high bar for ethical behavior. They deter malpractice and promote adherence to relevant regulations.

Both the Board and Executive Management shoulder the responsibility for reviewing risks and ensuring compliance throughout OMP. Serving global customers and their premier brands means winning their trust. Central to this trust is our unwavering commitment to top-tier standards, data security, and privacy protocols.



Global compliance and security

Our financial statements and corporate reports provide a true and fair view of our activities. We uphold consistent rigor in addressing both financial and non-financial matters. Designed to ensure adherence to all relevant laws and regulations, our internal control systems are periodically vetted through financial audits to confirm the integrity of our reported results.

6 CONTACTS AND FEEDBACK

As our ESG efforts evolve, we remain committed to enhancing our approach to environmental, social, and governance matters. Feedback is invaluable to our progress, and we invite suggestions to strengthen our ESG endeavors. Should you have insights or recommendations, please reach out to us at esg@omp.com.