



Sustainability report

2025

Making sustainability REAL.



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1. Leadership message

Companies today are judged not only by the solutions they deliver, but by the responsibility they take for their broader impact. At OMP, we see that responsibility as central to how we operate. It shapes the way we build long-term partnerships, how we care for our people, and how we earn the trust of our customers. What is different today is the level of structure and ambition we bring to it. Expectations from society, regulators, and our own employees are rising, and rightly so. This first sustainability report reflects how we are stepping up to meet those expectations, translating our values into clear priorities, targets, and accountability.

Our first double materiality assessment was a key step. It confirmed that sustainability is not only a matter of compliance, but an essential part of our future. It helped us focus on the areas where we can make the greatest difference, while bringing together initiatives that had grown organically over the years.

The responsibility we carry takes different forms. As a technology company, we must ensure our environmental footprint remains modest while enabling our customers to reduce theirs through more sustainable supply chain planning. As an employer, we need to create an environment where people can learn, grow, and feel supported. And as a partner to some of the world's leading companies, strong governance underpins it all, from safeguarding sensitive data to ensuring ethical conduct and responsible procurement.

This is not only about compliance. It is about making sure OMP continues to grow in a way that is resilient, responsible, and meaningful. We want our employees to feel proud of the company they work for, our customers to trust us as a low-carbon and ethical partner, and our stakeholders to see that we take transparency and accountability seriously.

I am proud of what we have achieved so far, but this is only the beginning. Sustainability is a journey of continuous improvement. By embedding it in the way we lead, operate, and innovate, we are preparing OMP for the future and contributing to a better one for all.

Paul Vanvuchelen
Chief Executive Officer



2. About OMP

OMP is a global leader in supply chain planning solutions, helping companies facing complex challenges to excel, grow, and thrive. Founded in Belgium in 1985, we serve our customers from our head office in Belgium and regional offices in Brazil, China, France, Germany, India, the Netherlands, Spain, and the US. With more than 40 years of experience, we support hundreds of customers across consumer goods, life sciences, chemicals, metals, paper, plastics and packaging, tires, and building products.



Our mission and values

Our mission is to deliver the best digitized supply chain planning solutions, enabling companies to make smarter decisions, strengthen resilience, and achieve sustainable growth.

We are guided by our 5P value framework: **People, Passion, Pride, Promise, and Partner**. These values shape how we work, innovate, collaborate, and deliver measurable results for our customers. Our employer branding tagline, Smart with heart, reflects this spirit by uniting technological excellence with purpose and care.

What we do

We develop advanced planning technology that helps businesses navigate complexity, act with confidence, and strengthen resilience in a rapidly changing world. Our platform, Unison Planning™, is open, cloud-native and AI-driven. It combines deep industry expertise with proven technology to cover the full spectrum of supply chain planning, from demand to supply and from strategic to operational levels. OMP's Green Planning framework leverages advanced supply chain planning to contribute to a company's sustainability goals while balancing other business objectives. It integrates sustainability metrics into the advanced supply chain planning system, allowing planners to fully consider the company's sustainability targets in every supply chain decision on every horizon.

Our impact and reach

OMP's solutions power the supply chains of many of the world's most admired and complex companies, including Fortune 500 leaders. Every day, thousands of planners worldwide rely on our platform to make better decisions that ripple across global value chains.

Recognized by **Gartner®** for our leadership and vision, positioned among the global leaders for the 10th consecutive time and highest on Ability to Execute in the **2025 Gartner® Magic Quadrant™ for Supply Chain Planning Solutions**, OMP continues to help companies navigate complexity, optimize performance, and accelerate progress toward more sustainable supply chains.

3. Journey towards OMP's ESG strategy and first sustainability report

A foundation built on values

Over the years, OMP has built a way of working that naturally reflects many elements of sustainability. It is visible in the **partnerships** we nurture with customers and suppliers, in the care we show for the growth and well-being of **our people**, and in the contributions we make to the **communities** around us. Many of our environmental, social, and governance initiatives grew out of this mindset, often driven by employees and embedded in daily practice. In the past few years, as expectations from regulators, customers, and colleagues evolved, these organically developed actions became the foundation for **a more structured and forward-looking approach**.

Turning point: our first double materiality assessment

The introduction of the Corporate Sustainability Reporting Directive (CSRD) became the catalyst for **a major strategic review**. Preparing for this legislation meant conducting our first **double materiality assessment (DMA)**, initially approached as a compliance requirement. It quickly became clear, however, that the value of this exercise extends far beyond regulatory reporting.

At its core, the DMA asks an organization to critically examine its operations in the context of a world that is inevitably changing. It requires **identifying the risks and opportunities** that these changes create, exploring what a sustainable future for the company could look like, and determining **how to mitigate negative impacts while increasing positive contributions**. For OMP, this meant taking a 360-degree view of the full range of environmental, social, and governance topics set out in the CSRD framework.

The assessment was a significant undertaking, led by an internal project team and supported by external experts. It combined **a detailed review of our operations and value chain** with targeted engagement of both **internal and external stakeholders**. Using the European Sustainability Reporting Standards (ESRS) as a reference, we evaluated the potential impact of each topic from both a financial materiality and an impact materiality perspective.

From insight to strategy

The outcome of this work is **OMP's first materiality matrix**, which reflects the issues most relevant to our business and our stakeholders. These material topics have been translated into **a set of key themes** tailored to OMP's context. They form the backbone of our ESG strategy and will guide our actions, targets, and reporting in the years ahead.

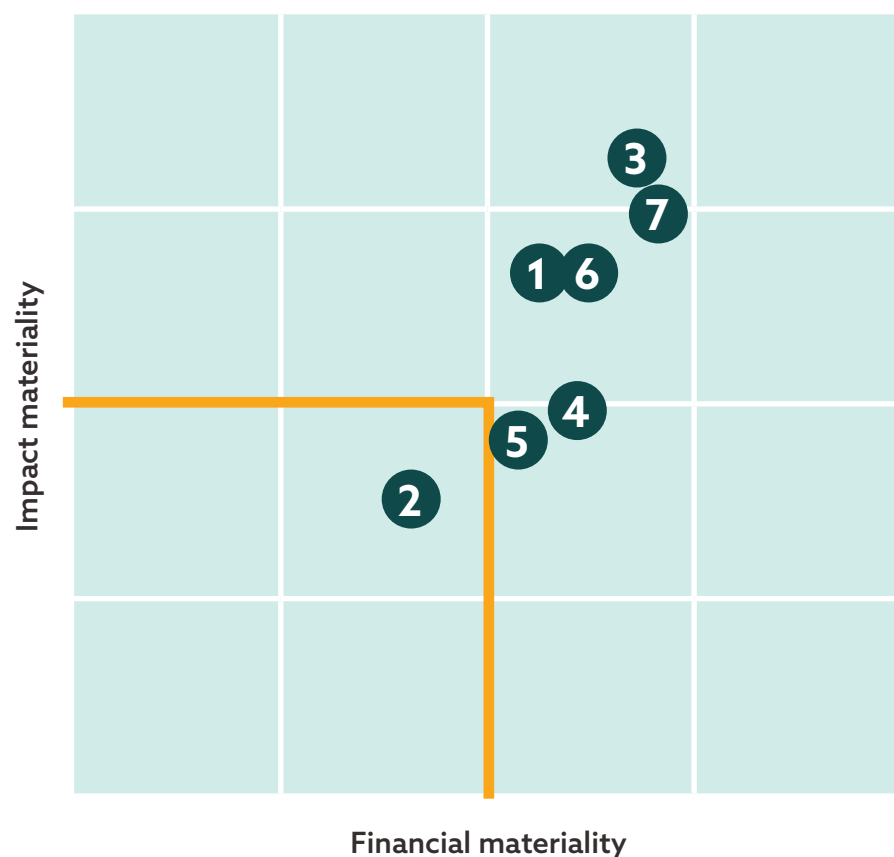
This process has been instrumental in shaping our strategy. It allowed us to:

- Align and streamline the ambitions and initiatives that were **already in place**.
- Prioritize topics based on their **relevance to both our business and our stakeholders**.
- Define **new actions and ambitions** that reflect OMP's specific context, ensuring a clear and realistic roadmap for the years ahead.
- Link our actions to **measurable KPIs** to ensure accountability and track progress over time.



Looking forward

This report is **the next step in that journey**. It reflects where we stand today, but more importantly, it marks the beginning of a more structured approach to measuring, managing, and communicating sustainability. 2025 is our first year of building consistent data and reporting practices, setting clear ownership, improving data quality, and closing gaps where we still rely on estimates. In the coming years we aim to expand our reporting step by step, covering more offices and suppliers, strengthening accuracy, and gaining deeper insights into our impact. Our goal is not only to track progress but to demonstrate that **sustainability is inseparable from the way OMP grows, delivers value, and builds trust with its stakeholders**.



This figure presents a simplified, styled version of OMP's materiality matrix. It reflects the key themes used in our ESG strategy rather than the formal ESRS topic names. The full double materiality matrix, structured according to ESRS definitions, is included in the annex.

1	Energy efficiency and GHG emissions reduction
2	Waste and e-waste treatment
3	Sustainable supply chains through Green Planning
4	Talent and career management and Employee well-being
5	A diverse and inclusive employer
6	Corporate culture: Governance oversight, Business Ethics & Supplier Governance
7	Data privacy and cybersecurity

— Materiality threshold

4. Our contribution to global sustainability frameworks

OMP's ESG strategy is not developed in isolation. It connects directly to the broader global agenda for sustainable development, as defined by the **United Nations Sustainable Development Goals (SDGs)**, and is reinforced through our participation in international disclosure and accountability frameworks.

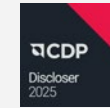
These frameworks provide both direction and transparency, ensuring that our actions are aligned with global priorities and visible to all our stakeholders.

As a signatory to the **UN Global Compact**, OMP has committed to its ten principles on human rights, labor, environment, and anti-corruption. This commitment reflects our belief that businesses play a vital role in creating a fairer and more sustainable world. Our first Communication on Progress will be published in 2026, marking a new milestone in our transparency journey.

Our emission reduction targets have been validated by the **Science Based Targets initiative**,

strengthening the credibility of our long-term climate ambitions.

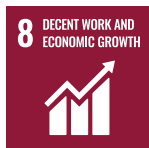
We also disclose through **EcoVadis** and **CDP**, providing customers and partners with independent assessments of our sustainability performance. These ratings and disclosures help benchmark our progress, highlight where we can still improve, and encourage continuous development across all ESG dimensions.



Taken together, these frameworks and commitments show how OMP not only addresses compliance and risk, but also embraces its role in the global movement toward a more sustainable and resilient future.



The **SDGs** provide a shared language for our contributions. In this report, we reference the SDGs wherever relevant, highlighting how our actions support progress on specific goals. Among the 17 SDGs, five stand out as most closely connected to OMP's activities:



Our investments in career development, fair reward, employee well-being, and responsible supplier governance strengthen sustainable employment opportunities across our value chain.



Through waste and e-waste initiatives, sustainable procurement, and resource-efficient operations, we reduce negative impacts while keeping valuable materials in circulation. OMP's Green Planning framework also enables customers to design supply chains that are less wasteful and more resource-efficient.



With SBTi validated emission reduction targets, renewable energy contracts, fleet electrification, and actions to reduce digital and travel-related emissions, we are working to mitigate climate impact in our own operations while enabling broader reductions in customer supply chains.



Our governance framework, business ethics training, whistleblower protection, and zero-tolerance approach to corruption reinforce integrity and accountability, ensuring OMP operates as a trusted partner in a complex global landscape.



Collaboration underpins our approach. From supplier engagement and co-creation with customers to employee-nominated charities and nonprofit partnerships, we work together with others to achieve shared sustainability goals.

Other SDGs, such as good health and well-being (SDG 3), gender equality (SDG 5), and reduced inequalities (SDG 10), are also reflected in our programs, from ergonomic workplaces and balance counselors to inclusive recruitment and leadership initiatives.

5. OMP's Sustainability strategy at a glance

OMP's sustainability strategy unites our environmental, social, and governance ambitions in one clear framework. Built on our first double materiality assessment, it focuses on the areas where OMP can make the greatest impact: in our operations, for our people, and through the solutions we deliver to our customers. It's a strategy rooted in action: making sustainability real through clear goals, measurable progress, and meaningful stories that show how our values come to life.

ENVIRONMENT

Reducing our footprint and enabling sustainable supply chains

Energy efficiency & GHG emissions reduction

Cut emissions through renewable energy, electrifying our fleet, and reducing digital and travel-related impacts.

Waste and e-waste treatment

Extend the life of our IT equipment through reuse and donation, maintaining zero IT waste to landfill in Belgium and expanding this globally.

Sustainable supply chains

Help customers reduce emissions, waste, and inefficiencies across their global supply chains through Green Planning.



SOCIAL

Caring for our people and communities

Talent and career management

Support continuous learning and transparent career paths so everyone can grow within OMP.

Employee well-being

Promote balance and healthy workplaces through ergonomic design, fair reward, and accessible support networks.

A diverse and inclusive employer

Build an inclusive culture by broadening access to leadership and celebrating the diversity of our teams worldwide.

Giving back

Empower colleagues to make a difference through employee-nominated charities and volunteering opportunities.



GOVERNANCE

Ensuring integrity, transparency, and responsible business

Governance oversight & ESG integration

The ESG SteerCo ensures sustainability is embedded in decision-making and regularly reported to executive leadership and the Board.

Business ethics & corporate culture

Guided by our 5P values, we uphold high ethical standards through our Code of Conduct, training, and open dialogue.

Data privacy and cybersecurity

Maintain leading security certifications and train all employees to protect customer and company data.

Supplier governance & responsible procurement

Work with suppliers who share our ethical and environmental standards, strengthening sustainability across our value chain.



The chapters that follow take readers deeper into each pillar of our strategy, where ambitions turn into action. They highlight the progress being made, the teams behind it, and the ways in which **OMP is making sustainability real**. Each section clearly indicates how we are contributing to the global agenda set out in the United Nations Sustainable Development Goals.

Each chapter also includes **a selection of key performance indicators (KPIs)** to illustrate progress on our most material topics. A more complete overview of all reported indicators can be found in the annex to this report. Unless otherwise indicated, all data presented refer to the reporting year 2024.

6

ENVIRONMENT



6.1 Introduction

Environmental responsibility is a clear priority in OMP's sustainability ambitions, reflecting both our **own operational footprint and the influence we can have through the solutions we deliver to customers**.

As a provider of supply chain planning software, **our own footprint is relatively modest, but it still matters**. The way we power our offices, travel to meet customers, and manage our digital infrastructure all has an impact. We also operate in a sector where digital operations depend on resource-intensive data centers and a steady flow of IT equipment. These factors require active management if we are to keep our environmental impact under control.

Our approach to **energy efficiency and GHG emissions reduction** focuses on the areas where we can make meaningful progress. **We are reshaping the way we power our operations**, from replacing our fleet with electric vehicles to increasing renewable energy use in our offices and making better choices about how we handle and store data. We are conscious that **data traffic and the use of online services carry a growing environmental footprint**, driven by the energy needs of data centers and networks. That is why we work with providers who operate largely on renewable energy, optimize our own data storage to avoid unnecessary use, and raise awareness within the company about **the environmental impact of digital activities**.

Waste and e-waste treatment is a second area where we can make a tangible difference. In Belgium, we have already reached zero IT waste to landfill by reusing, donating, or recycling equipment, and we are working to extend this approach to other locations. Alongside this, we are improving waste sorting infrastructure and data collection across our offices, supported by awareness campaigns that encourage active participation from employees.

Our third theme looks beyond our own operations. By **integrating sustainability KPIs into customers' supply chain planning**, we help them identify opportunities to **reduce emissions, improve resource efficiency**, and make **measurable progress** towards their sustainability goals. **Green Planning** turns supply chains into a powerful tool for reducing environmental impact at a much larger scale.



6.2 Energy efficiency and GHG emissions reduction

OMP's emissions overview and context

Measuring our greenhouse gas emissions is an essential part of managing our environmental impact and demonstrating transparency. It also forms the basis for our engagement with the Science Based Targets initiative and supports **credible, long-term reduction planning**. Understanding where our emissions occur helps us focus our actions where they matter most.

Our 2024 results reflect the profile of a service-based technology company with **limited direct emissions**. Scope 1 and 2 mainly originate from our car fleet and heating, while the **largest share of our footprint lies in Scope 3**. These categories reflect the nature of our business as a knowledge-driven organization with significant digital infrastructure and international collaboration.

These insights have helped shape the environmental priorities in our ESG Strategy, particularly around **energy efficiency, responsible procurement, and more sustainable travel**. They also highlight the importance of improving data quality across our value chain. For several Scope 3 categories, we still rely heavily on financial estimates to calculate emissions. Moving forward, **we aim to collect more supplier-specific and activity-based data**, creating a stronger foundation for accurate reporting and meaningful progress in the years ahead.

KPI	Value	Notes
Total Scope 1 emissions	1.412 tCO ₂ e	Direct emissions from OMP's own operations, including gas heating, company car fleet, and refrigerant losses.
Total Scope 2 emissions (market based)	255 tCO ₂ e	Electricity consumption across all offices.
Scope 3 emissions from business travel	2.618 tCO ₂ e	Emissions from air travel, rail, rental cars, and hotels related to employee travel.
Scope 3 emissions from purchased goods and services	2.297 tCO ₂ e	Emissions associated with services, cloud usage, software development, and IT equipment.
Total Scope 3 emissions	6.503 tCO ₂ e	Total of all relevant Scope 3 categories.
Total emissions across all scopes	8.170 tCO ₂ e	Total emissions for the year 2024.

Carbon intensity metrics		
GHG intensity per FTE	7.13 tCO ₂ e/FTE	Calculated using total gross emissions (8,170 tCO ₂ e) normalized by 1,145 full-time equivalents*, including employees and external workers EXT1 and EXT2.
GHG intensity per € million revenue	36.07 tCO ₂ /M€	Calculated using total emissions of 8,170.66 tCO ₂ e and annual revenue of €226.5 million.

The complete CO₂ analysis for 2024 is available in the annex of this report.

* Average 2024 FTE count, including employees on the payroll and external workers (EXT1 and EXT2).

Reduction ambitions and approach

Our emissions reduction approach combines operational improvements with targeted actions across our value chain. By focusing on the areas where we have the greatest influence, we aim to achieve measurable progress while reinforcing our role as **a low-carbon partner for our customers**.

In 2025, OMP achieved validation of its first emission reduction targets by the **Science Based Targets initiative**, committing to reduce absolute Scope 1 and 2 emissions by 42 percent and Scope 3 emissions by 25 percent by 2030.

SCOPE 1 AND 2

A major priority is the continued **electrification of our car fleet**, with mobile combustion emissions planned to reach zero by 2031. On the energy side, our head office in Belgium has recently transitioned to operate fully on renewable electricity and is partly powered by **564 rooftop solar panels** that generate over 200 MWh annually. Many of our international offices already use renewable energy, and we continue to work with landlords to extend this to the remaining locations.

SCOPE 3

For Scope 3, we focus on emissions from **purchased goods and services, business travel, and digital operations**. We continue to **minimize emissions from our data centers** by working with providers that run on renewable energy and by improving how we manage and store data internally. As digital activities grow worldwide, we also raise awareness within the company about their environmental footprint and promote **more responsible digital practices**.

We are **strengthening collaboration with suppliers** through our Supplier Code of Conduct, which sets expectations for measuring and reporting greenhouse gas emissions, defining reduction targets, and improving resource efficiency. Preference is given to suppliers who demonstrate clear progress, helping us reduce our upstream impact together.

For business travel, our focus remains on gaining a detailed understanding of emission sources and exploring solutions with teams and customers that **balance meaningful collaboration with environmental responsibility**.

Through these actions, we are **building a realistic pathway to lower emissions across our operations and value chain**, ensuring that OMP's growth remains aligned with our climate commitments and long-term sustainability goals.

Key actions and ambitions

- **Reduction targets:** Achieve SBTi-approved absolute reductions of 42% for Scope 1 and 2 and 25% for Scope 3 by 2030.
- **Fleet electrification:** Transition to a fully electric car fleet by 2031.
- **Renewable energy in offices:** Head office switched to renewable electricity in 2025; expand green contracts to more rented offices by 2028.
- **Data centers on renewables:** Maintain 100% renewable energy use with ongoing monitoring.
- **Digital emissions:** Improve internal data management and launch awareness initiatives to reduce unnecessary storage from 2026 onward.
- **Business travel:** Build a clear view of travel emissions and define balanced reduction measures, with further actions to follow in 2026.



KPI	Value	Notes
Share of fully electric vehicles (Q4 2025)	28.80%	Fully electric vehicles represent 28.8% of the fleet. When including hybrids and plug-in hybrids, 73.5% of the fleet is electrified.
Total energy consumption	1.47 GWh	Covers electricity use across all OMP offices and gas consumption in locations with direct heating, including district heating where applicable.
Total electricity consumption	1.19 GWh	Covers electricity use across all OMP offices, excluding gas or district heating.
Total renewable electricity consumption	372.397 KWh	Renewable electricity purchased or generated onsite, excluding nuclear-sourced contracts.
Renewable share of total electricity consumption	31.26%	Portion of total energy sourced from renewable electricity through onsite solar production and certified renewable contracts.
Own production of renewable energy	204.969 KWh	Renewable electricity generated onsite through solar panels at OMP's headquarters and Drongen office.

Making it REAL

Powering progress with solar energy

Since installing solar panels at our headquarters in the summer of 2023, we have generated more than **461 MWh of renewable energy**. That's enough to power dozens of households for a year while significantly reducing our CO₂ footprint. This investment shows our commitment to clean energy and **reducing dependency on non-renewable sources**.



Cycling to work

Active mobility is part of OMP's DNA. On average in Belgium, around 200 bike rides are logged each quarter, making cycling one of the most popular ways to commute. In the past year alone (up to Q3 2025), **OMP employees collectively cycled more than 260,000 kilometers to and from work**. That's the equivalent of circling the Earth over six times!

This commitment to biking not only reduces traffic congestion and CO₂ emissions but also supports healthier lifestyles and stronger daily connections among colleagues. By choosing the bike, **OMPeople contribute every day to a more sustainable future**.



6.3 Waste and e-waste treatment

Managing waste responsibly is an important part of OMP's environmental strategy. As an IT service provider, we do not generate large volumes of general waste, but we still take care to minimize and sort it responsibly across our offices. The biggest opportunity to make a real difference, however, lies in **how we deal with electronic equipment at the end of its lifecycle**. Left unmanaged, **e-waste is a growing global challenge**. By re-using, donating, and recycling IT materials, we ensure that valuable resources remain in circulation and that nothing ends up in landfill.

In Belgium, our headquarters and two regional offices already operate with **zero IT waste to landfill**. Employees can re-use equipment for personal purposes, devices are donated to charities such as Digital for Youth, and anything no longer usable is recycled through certified partners. **Hazardous waste**, including lamps, batteries, and toners, is also handled by specialized organizations.

Our international offices generate less waste due to their smaller size and rented facilities, but we are **working to raise standards everywhere**. This means collaborating with landlords to improve local waste sorting and recycling infrastructure, finding sustainable solutions for IT equipment in the United States (our largest international office), and raising employee awareness globally.

Alongside these operational measures, we are committed to building **a stronger culture of waste awareness**. By training employees, sharing best practices, and improving visibility on waste volumes, we aim to make sure everyone plays a role in reducing waste at the source and improving recycling outcomes.

Together, these actions help us minimize environmental harm, extend the lifecycle of our equipment, and build toward a more circular approach to resource use.

Key actions and ambitions

- **Zero IT waste to landfill in Belgium:** Continue re-use, donation, and recycling practices to maintain zero landfill.
- **Global IT recycling and re-use:** Partner with a charity in the United States in 2026 to donate IT materials responsibly.
- **Improved waste processes worldwide:** Establish or enhance waste sorting and recycling systems in all rented offices by 2028.
- **Global awareness campaign:** Launch a company-wide campaign in 2026 to encourage proper sorting and recycling.



KPI	Value	Notes
Total hazardous waste	0.36 tons	Covers lamps, toners, and batteries collected and treated through certified partners.
Total non-hazardous waste	9.5 tons	Includes office, packaging, and recyclable waste streams collected through selective sorting.
Total waste recovered	9.9 tons	Recyclable materials such as paper, cardboard, PMD, and glass. Residual waste is sent to energy recovery; no waste is landfilled.
IT material reused/recycled	100%	All retired IT equipment is reused, donated, or recycled, resulting in zero IT waste to landfill.

Making it REAL

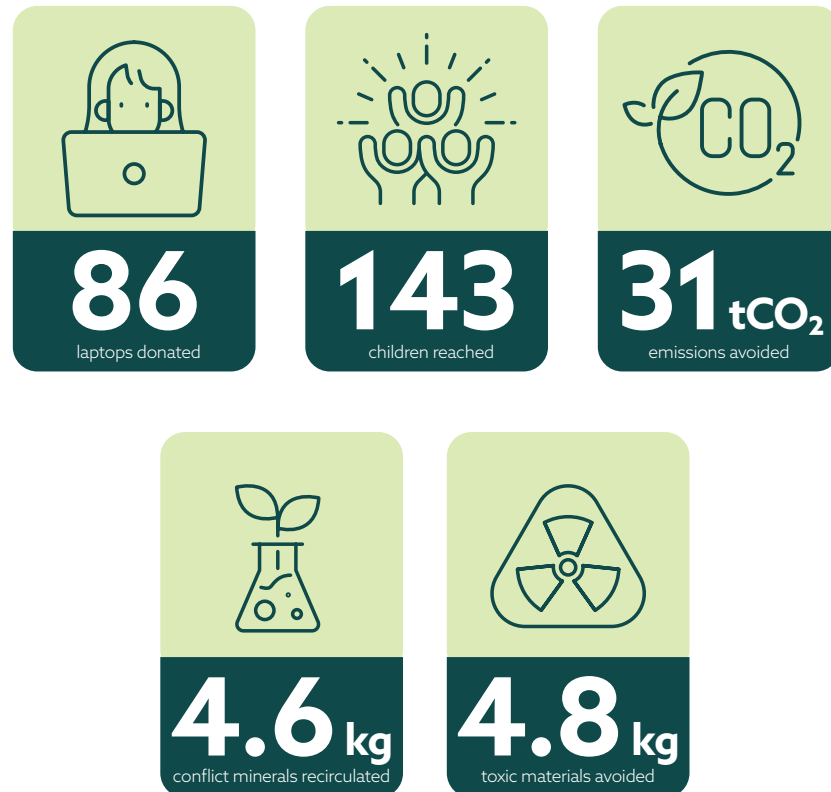
Bridging the digital divide with "Digital for Youth"

Digital skills are no longer a luxury but a necessity. Yet many young people still lack access to the technology they need to learn, connect, and participate in today's digital world. Through our partnership with **Digital for Youth**, OMP helps bridge this gap by giving IT equipment a second life and **supporting digital inclusion for children and schools in need**.

In 2024, OMP donated 86 laptops, of which 85 were successfully refurbished, giving 143 children access to a computer and helping them build essential digital skills, almost half of them girls. **Each refurbished device supports multiple children, extending opportunities far beyond its first use.**

By extending the life of our IT equipment, **we also reduced our environmental footprint**. The donation helped avoid an estimated 31 tons of CO₂ emissions, while recirculating 4.6 kilograms of conflict minerals and avoiding 4.8 kilograms of toxic materials.

This partnership shows how **reusing technology can make a real difference** by cutting waste, extending the life of our laptops, and opening new opportunities for young people.



6.4 Sustainable supply chains

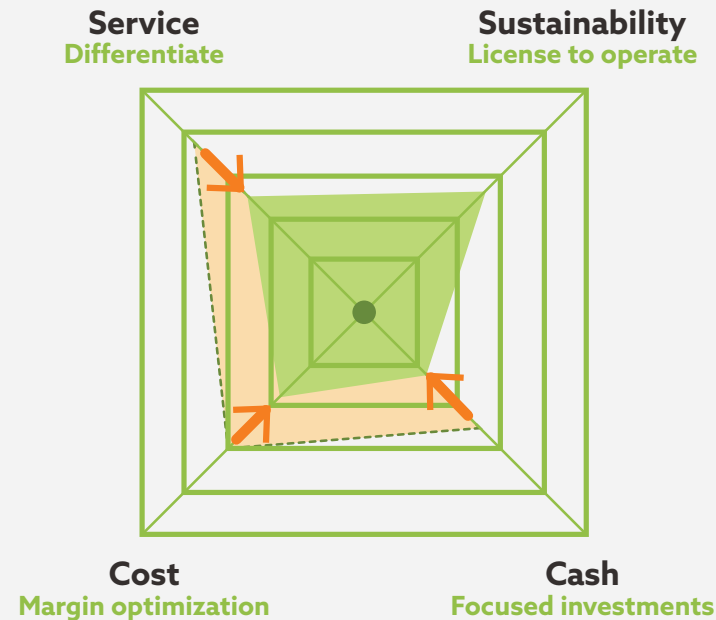
OMP's role in sustainability extends beyond our own operations. While our direct footprint is modest, the planning decisions made with our software shape supply chains that stretch across industries and continents. This gives us both an opportunity and a responsibility **to help customers build supply chains that are not only more efficient but also more sustainable.**

Green Planning is how we address this responsibility. By embedding sustainability KPIs into supply chain planning, companies can evaluate the consequences of their choices on emissions, resource use, waste, and other factors alongside the traditional drivers of cost, service, and cash. **Sustainability is not treated as an external constraint but becomes part of the planning logic itself.**

Supply chains are central to many of today's sustainability challenges. They shape not only climate impact, but also working conditions, business ethics, and the resilience of global value chains. By extending our planning platform with sustainability data, we enable customers to see these connections more clearly, weigh different options, and translate their ambitions into measurable actions. This ensures that environmental and social responsibility become part of the planning strategy and everyday planning decisions.

Reinforcing efficiency and business value at the same time.

The examples from customer projects on the next page show what this looks like in practice. Green Planning has helped companies reduce transport mileage by consolidating shipments, and cut waste during product replacements by better matching production with demand. These are not isolated gains. They illustrate how **smarter planning directly supports sustainability goals while improving efficiency and resilience at the same time.**



Making it REAL

Reducing waste by optimizing product replacements

One global consumer goods company, where around 30% of the make-to-stock portfolio changes every year, faced significant challenges during product transitions. Without careful planning, phase-ins of new products and phase-outs of older versions can easily lead to unsold inventory, high return flows, and unnecessary transport moves to reshuffle products across the distribution network.

Using Green Planning, the company gained better insight into demand and supply during the product transition periods, and was able to model different scenarios. By synchronizing production with actual demand during phase-ins, keeping phased-out inventory under control, and aligning promotions, the company significantly reduced waste and avoided inefficient logistics flows. Customers also benefited from improved product availability throughout the transition.

This case shows how more granular, integrated planning not only strengthens service levels and overall supply chain efficiency, but also reduces environmental impact, such as waste and CO₂ emissions.

For more examples and insights on how supply chain planning can support businesses' sustainability goals, visit our [Green Planning page](#) or explore our [Green Planning e-book](#).

Saving transport miles

In a separate case, a global consumer goods company, faced challenges with fragmented transport flows. Different product categories were shipped on separate days, often resulting in half-empty trucks and unnecessary mileage.

Green Planning enabled the company to model alternative shipping scenarios and identify a more efficient approach. By consolidating loads into daily mixed-product shipments, they reduced actual mileage and the associated CO₂ emissions. At the same time, the change improved service levels, reduced costly inventories, and increased responsiveness to sudden changes in customer demand. This case illustrates how sustainable transport planning can go hand in hand with greater operational efficiencies.



7

SOCIAL





7.1 Introduction

Caring for people is central to OMP's sustainability ambitions, reflecting both the well-being of our employees and the positive impact we aim to create in society. Our double materiality assessment confirmed the importance of these themes and helped us sharpen our focus. We have translated the findings into four key areas that define our social strategy: **talent and career management**, **employee well-being**, **diversity and inclusion**, and **giving back to communities**.

As a knowledge-driven company, our success depends on the skills, engagement, and growth of our people. **Supporting career development** and internal mobility ensures that employees have the clarity, coaching, and opportunities they need to build a sustainable future at OMP. At the same time, **a healthy, balanced, and rewarding workplace** is essential to keep people energized, motivated, and recognized for their contributions.

Diversity and inclusion are equally vital. We want OMP to be a place where people of all backgrounds feel respected and supported, and where differences strengthen collaboration and innovation.

Beyond our own organization, we also believe in **giving back to society**, whether through volunteering, partnerships, or charitable initiatives that reflect our values and extend our impact beyond business.

Being **smart with heart** is about combining expertise with empathy. It's how we grow as a company, support our people, and create meaningful impact that extends beyond our workplace. The chapters that follow illustrate how this mindset shapes our actions and ambitions.





7.2 Talent and career management

People grow, and OMP wants to grow with them. Supporting professional development is not only the right thing to do, it's what sustains innovation, quality, and long-term success. By investing in talent, people feel energized in their role today while preparing for the opportunities of tomorrow.

Learning is the starting point. Skills and leadership capabilities must evolve with a fast-changing business environment.

We strengthen our learning culture and make training opportunities accessible across regions and roles, ensuring everyone has **a clear path to keep developing**.

Careers rarely follow a straight line. We want employees to **see opportunities within OMP when they're ready for a new challenge**. By making career paths visible and supporting them with coaching and open dialogue, people are encouraged to take ownership of their growth while knowing **OMP will back them along the way**.

Growth also depends on honest conversations. Our shift to **a culture of continuous feedback** reflects this belief. Feedback should be part of everyday collaboration, helping people and teams learn, adapt, and grow together.

Together, these elements create an environment where **careers are not left to chance but actively supported**, giving people the clarity, tools, and confidence to realize their ambitions while strengthening OMP for the future.

Key actions and ambitions

- **Learning and development:** Expand leadership and people skills programs, with new modules launched in 2025 and redesigned programs rolled out in 2026.
- **Career visibility:** Implement clear career path matrices across functions, starting in 2026, and update them annually from then on.
- **Continuous feedback:** Transition from annual reviews to a continuous feedback model, with the new CRDP (Continuous Review and Development Process) tool piloted in 2025 and rolled out company-wide in 2026.
- **Global access:** Improve coordination of training programs to ensure access across all regions and time zones by 2027.
- **Employee voice:** Improve OMPulse scores on internal mobility, career development, and feedback culture by the 2026–2027 cycle.



KPI	Value	Notes
Total training hours	102.112 hours	Total hours of training completed by employees across all OMP locations.
Average training hours per FTE	89.2 hours/FTE	Based on 102,112 total training hours, normalized by 1,145 full-time equivalents*, including employees and external workers.

* Average 2024 FTE count, including employees on the payroll and external workers (EXT1 and EXT2).



Making it REAL

OMPulse: listening to every voice

Since 2018, **OMPulse** has been OMP's way of keeping a finger on the pulse of employee experience in a growing organization. Held every two years, the initiative combines a **company-wide survey** with **interactive roundtables** where small groups of colleagues speak directly with the CEO and executive managers.

The survey ensures that every voice is heard, while the roundtable conversations dive deeper into what matters most in daily life at OMP. Together, they give leadership **a clear and balanced view of both company-wide trends and individual experiences**.

In 2024, **86% of employees** took part in the OMPulse survey. The results confirm that people at OMP feel supported, included, and motivated to grow. The **Employee Net Promoter Score (eNPS)**, which measures how likely employees are to recommend OMP as a great place to work, rose to **30.1**, up from **27.1** in 2022.

A few new questions were added to this year's survey, including two on belonging and inclusion. The results were encouraging, with a **belonging**

score of 8.0/10 and an **inclusion score of 8.9/10**, showing that employees feel welcome, valued, and treated fairly regardless of background or identity.

Average scores across core categories also remained consistently strong. Job content and organization were rated highest at **8.0/10**, while career development and well-being followed closely.

OMPulse is not just about listening, **it leads to tangible change**. Feedback from recent editions has already inspired a new holiday policy, updated bike incentives, improved onboarding, clearer promotion frameworks, more budget for team events, redesigned master planning processes, and even the creation of our **sustainability community**. After each survey, a concrete action plan is defined and shared, with quarterly updates to ensure transparency and sustained follow-up.

By repeating OMPulse every two years, we ensure that **improvement is continuous**, and that our people are always at the heart of OMP's evolution.



Making it REAL



KPI	Value for 2022	Value for 2024	Notes
Survey response rate	83.4%	86%	Percentage of employees who participated in the biannual OMPulse engagement survey.
Participants in group sessions	90	107	Number of employees who took part in facilitated OMPulse discussion groups following survey results.
Employee Net Promoter Score (eNPS)	27.1	30.1	eNPS indicates how likely employees are to recommend OMP as a workplace. A score above 0 is considered positive, above 20 is strong, and above 40 is excellent.
Belonging score	New question in 2024	8.0 /10	Reflects how connected and valued employees feel at OMP. This question was introduced in 2024.
Inclusion score	New question in 2024	8.9 /10	Measures whether employees feel respected, treated fairly, and able to contribute fully regardless of background or identity. This question was introduced in 2024.
Whistleblower awareness score	New question in 2024	7.6 /10	Shows how well employees understand OMP's whistleblower procedure and how to report concerns safely. This question was added in 2024 to strengthen governance transparency.
Learning & development score	7.7	7.9 /10	Reflects satisfaction with training and development opportunities.

Category average	Value for 2022	Value for 2024
Career	7.7	7.8
Job content	7.9	8.0
Leadership	7.7	7.6
Organization	8.0	8.0
Well-being	8.0	7.9





7.3 Employee well-being

Sustainable growth depends on people who feel healthy, valued, and supported. That is why we put employee well-being at the core of our culture. Well-being is about more than avoiding stress or overload, it is about **creating the conditions where everyone can thrive**, both professionally and personally.

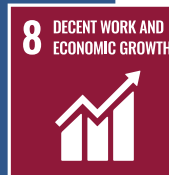
Recognition plays a big part in this. **Transparent objectives, fair pay, and clear communication around career development** ensure that contributions are seen and rewarded. But **well-being also depends on balance**: the right workplace conditions, access to support when needed, and flexibility to adapt to individual circumstances.

We also know that **belonging is essential**. People perform at their best when they feel connected to colleagues and the broader organization. That is why we invest in culture by reinforcing our shared values, celebrating collaboration, and supporting inclusive communication across teams and geographies.

With this approach, we aim to build **a workplace where people feel both energized and respected**. The actions that follow translate this ambition into practice, from transparent pay frameworks and balance counselors to ergonomic workplaces and cultural initiatives. Together, they form a framework designed not only to prevent issues, but to **actively support a thriving and connected workforce**.

Key actions and ambitions

- **Fair reward:** Build a transparent global framework for promotions and salary reviews, with new guidelines in place by 2025 and gender pay equity targets defined in 2026.
- **Healthy workplace:** Continue ergonomic upgrades and workplace improvements, including height-adjustable desks, in 2026.
- **Well-being support:** Expand coverage of trained balance counselors across all countries and function areas, in 2026.
- **Awareness:** Launch annual communication campaigns on well-being from 2026 onward.
- **Belonging and culture:** Strengthen intercultural collaboration and inclusive communication through targeted initiatives in 2026.



KPI	Value	Notes
Pay ratio (highest vs. median compensation)	25 %	Weighted average of median-to-maximum compensation ratios across all OMP entities.
OMPulse score on well-being	7.88 / 10	Reflects employees' overall perception of well-being at work.
Countries with at least one trained balance counselor	88 %	Eight out of nine countries had at least one active balance counselor at the end of Q3 2025.



Making it REAL

Balance counselors: support when it's needed most

At OMP, caring for each other is part of our DNA. That's why we created a network of **balance counselors**, trained colleagues who serve as **internal, independent points of contact for well-being**.

Balance counselors provide a safe and confidential space for anyone who needs to talk, offering first-line support on topics such as stress, work-life balance, or energy levels. Because they are colleagues, they feel familiar and approachable, yet their training ensures they remain objective and equipped to guide conversations constructively.

They listen, give practical suggestions, and when necessary, refer to the right resources or next steps. Whether it's structuring thoughts, identifying stressors, or simply providing a neutral ear, **balance counselors make it easier for OMPeople to seek support early and informally**.

This initiative ensures that well-being is never an afterthought, it's built into the way we work and care for one another every day.



Sports at OMP: moving together

Sports have become an integral part of life at OMP, offering colleagues opportunities to stay active, connect, and share their passions. In 2025, employees organized a vibrant program of **sports initiations** for fellow colleagues, ranging from bachata, yoga, and streetdance to jujutsu, tango, pilates, and kizomba. Each year, colleagues also enjoy a **bootcamp series with a professional trainer**, as well as **"better back"**

sessions during winter to improve posture. Fun tournaments in padel and darts are another highlight, with padel, in particular, gaining popularity across different OMP offices. Our long tradition of participating in running competitions such as the Antwerp 10 Miles and Brussels Ekiden continues to **bring colleagues together in the spirit of teamwork and balance**.





7.4 A diverse and inclusive employer

Diversity, equity, and inclusion are essential to creating a workplace where every employee can thrive. With a team representing **more than 60 nationalities**, diversity has always been part of OMP's identity. But we also recognize that inclusion doesn't happen by chance, it requires intention, structure, and continuous improvement. By **valuing different perspectives and experiences** we build a stronger workplace and deliver better solutions for our customers.

Inclusion begins with awareness: helping employees recognize unconscious bias, engage in open dialogue, and celebrate cultural diversity. That's why DEI training will be embedded at different stages of the employee journey, from onboarding to leadership development.

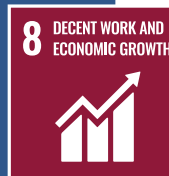
Recruitment is another powerful lever for building diversity. We are embedding DEI principles into every step of the process, from inclusive job postings and unbiased role descriptions to equitable interview practices. By setting clear standards and providing the proper recruitment training we aim to broaden our talent pool and **ensure equal opportunities for growth**.

True inclusion also means recognizing that people may face different challenges in their careers. We want to make sure everyone has the right tools and support to thrive, while also looking closely at the hurdles that can stand in the way of growth. By developing targeted initiatives, for example around leadership opportunities, neurodiversity, work-life balance, or sustainable employability, we aim to **remove barriers and create equal opportunity for people of all backgrounds at every stage of their career**.

Diversity and inclusion are not only part of our values, they are catalysts for collaboration, innovation, and long-term growth. By combining clear policies with concrete actions, we are building an environment where **everyone can belong, contribute, and succeed**.

Key actions and ambitions

- **Awareness and training:** Embed DEI awareness at key stages of the employee journey, with tailored training from onboarding through leadership development in 2026.
- **Inclusive recruitment:** Ensure all job postings, role descriptions, and interview practices are inclusive and bias-free, supported by updated recruiter and manager training from 2025 onward.
- **Talent access:** Broaden the talent pool by partnering with diversity-focused networks and career fairs in 2026.
- **Equal opportunity:** Develop targeted initiatives addressing leadership opportunities, neurodiversity, work-life balance, and sustainable employability by 2027.



KPI	Value
Total employees	1124 employees
Full-time employees	1047 employees
Part-time employees	77 employees
Number of nationalities	66 nationalities
Employees <30	34%
Employees 30-50	55%
Employees >50	11%
Women among all employees	36%
Women in technical functions	194 women (48% of women at OMP)
Share of women in management	27.27%

All figures refer to employees on OMP's payroll in 2024. External workers are not included in these totals. A complete overview of workforce data, including definitions and additional breakdowns, is provided in the annex.

Making it REAL

Celebrating cultures across OMP

With colleagues from over sixty different nationalities, cultural diversity is at the heart of OMP. In our 40th anniversary year, we brought that spirit to life by organizing a **spotlight week for each country where OMP has an office**. During these weeks, all other offices joined in the celebration — with fun facts, quizzes, language games, and typical food. These shared experiences turned cultural learning into something playful and engaging while strengthening appreciation for the people behind each office.

Growing together through intercultural training

Operating globally means embracing cultural diversity. Our intercultural management training equips colleagues and project or team managers to identify sensitive situations, compare different approaches, and establish effective working styles across cultures. Using Hofstede's 6D model of National Culture, the training deepens awareness and **strengthens collaboration in our multicultural teams**.

Fasting for understanding: a shared experience

As another 40th anniversary challenge, we invited colleagues to join a day of fasting, a practice observed in many cultures and religions. Around fifty colleagues took part, gaining new insights into the experience.

One participant shared:

"I joined this initiative because many of our colleagues participate in Ramadan, and I believe you must experience something yourself to understand it. Fasting is also gaining recognition for its health benefits, which made it even more interesting. I found it fascinating to see how eating has become such a natural habit and how the feeling of hunger fades. In return, I've found a different way to spend my lunch break."



Inspiring the next generation of women in tech

Encouraging more women to pursue careers in technology is an important part of OMP's social ambitions. Through our partnership with **Clusity**, we support a community that helps women in tech build confidence, find role models, and share real experiences from the field. One of these stories features **Jie Wu**, Team Manager for OMP China.

Jie moved from China to Belgium early in her career, a transition that sparked her interest in applying analytical thinking to real industry challenges. After beginning in academia, she joined OMP. There she discovered a role that allowed her to combine advanced planning technology with a connection to her roots, an environment where both aspects come together naturally.

Today, Jie plays a central role in connecting OMP's teams across China and Belgium. She shares experiences, translates cultural expectations, and adds a 'China touch' to OMP's way of working, making small but important adjustments that strengthen collaboration across borders. She also brings China-specific insights to the organization, helping OMP understand a market where global trends don't always apply and ensuring our approach reflects local realities. Enabling this kind of cross-cultural alignment is what she is most passionate about.

Through our collaboration with Clusity, we highlight stories like Jie's to **inspire the next generation of women in tech and demonstrate how diverse perspectives strengthen teamwork, innovation, and impact.**



"The way of giving instructions and feedback can differ greatly across cultures. Understanding these differences helps teams work better together."



7.5 Giving back

For more than ten years, giving back has been a natural part of life at OMP. Through our **employee-nominated charitable causes**, we have supported a wide range of local and global initiatives, reflecting both the values and the passions of our people. This approach has allowed colleagues to **contribute directly to the causes that matter most to them**, creating a strong sense of ownership and shared impact.

Looking ahead, we are working on **broadening this approach**. While continuing to dedicate part of our budget to employee-nominated initiatives, we are also exploring ways to expand our efforts beyond financial contributions. This includes developing opportunities for volunteering, where **employees can contribute their time and skills**, and identifying partnerships where OMP's expertise can make a real difference.

We see this as the next step in our CSR journey: building on a decade of **meaningful support**, while gradually shaping a framework that empowers employees to **give back not only through donations, but also through their knowledge, energy, and creativity**. By moving carefully and thoughtfully, we aim to ensure that future initiatives are not only ambitious, but also impactful, sustainable, and closely aligned with the strengths of our organization.

Key actions and ambitions

- **Employee-nominated causes:** Continue dedicating part of the charity budget to initiatives proposed and chosen by employees.
- **Volunteering opportunities:** Explore and pilot ways for employees to contribute time and skills to meaningful projects from 2026 onward.
- **Strategic focus areas:** Gradually broaden the CSR framework to include long-term partnerships in areas such as education, climate, and social inclusion by 2028.

17 PARTNERSHIPS FOR THE GOALS





A DECADE OF EMPLOYEE-LED COMMUNITY SUPPORT

Each year, OMP employees nominate and present charities they have a personal connection with. Colleagues then vote, and OMP provides funding to the selected organizations. Since 2014, this approach has enabled us to support more than 50 charities across education, climate, health care, and poverty reduction, with over €500,000 donated. In 2025, more than **80 percent of employees** cast their vote, resulting in a diverse group of five supported organizations.

- **Villa Rozerood** offers respite and care for families with children who have complex medical needs, creating space for rest and support.
- **RiksjaRijden** helps people with limited mobility reconnect with their surroundings through volunteer-led outdoor rides.
- **Care Farm Boechout** provides temporary housing and structured farm activities that help people experiencing homelessness rebuild confidence and move toward stable housing and social participation.
- **Dierenbescherming Mechelen** focuses on animal rescue, medical care, and responsible adoption, with a strong commitment to a no-kill policy.
- **Le Centre Nos Pilifs** has more than 50 years of experience supporting children on the autism spectrum through personalized educational and therapeutic programs that strengthen autonomy and inclusion.

Together, these initiatives reflect the compassion and engagement of our employees and the practical impact their choices help create.



8

GOVERNANCE





8. 1 Introduction

Sound governance is the backbone of OMP's long-term success. It ensures that we earn and keep the trust of our customers, colleagues, and stakeholders, while protecting the reputation we have built over four decades. For OMP, governance is not just about compliance, it is about **doing business responsibly, transparently and with integrity**.

Sustainability has always been part of how OMP is managed, but until recently it was largely implicit. We are now formalizing the role that ESG plays within our organization by **giving it a clear place in leadership oversight and executive decision-making**. This step ensures that sustainability is not only embedded in our strategy, but also actively steered at the highest level of the company.

Beyond structure, **governance is about culture**. Stakeholders rightly expect companies to uphold **the highest standards of integrity, transparency, and accountability**. At OMP, we have always placed great importance on these values, but we are now working to make sure they are instilled from the very first moment people join the company and reinforced throughout their careers. From our Code of Business Conduct to anti-corruption training and whistleblower protection, we aim to **build a culture where doing the right thing is the natural way of working**.

Data protection and cybersecurity require no explanation, they are at the core of trust in our business. We manage sensitive data for some of the world's largest companies, and the responsibility that comes with this is enormous. Meeting **the highest standards of security** is not optional; it is an essential condition for operating in our industry and one we continuously strengthen through compliance, monitoring, and preparedness.

Finally, good governance extends beyond our own walls. The companies we work with in our supply chain are an integral part of how we operate and how we are perceived. **We expect our partners to uphold high ethical and sustainability standards**, always taking into account their size and maturity. By working together, we aim to build a supply chain that not only reflects our values but also strengthens our collective resilience and impact.





8.2 Governance oversight and ESG integration

Sustainability is not an afterthought but a guiding principle that shapes how we lead, operate, and collaborate. This needs to be reflected in the structure of our governance. By **giving sustainability a seat at the table through the ESG SteerCo**, we ensure that it is not treated as a side project but integrated into the way we manage risks, define opportunities, and shape our future. **Structured reporting to executive leadership**, the Board of Directors and the Audit Committee further strengthens this process, ensuring that sustainability progress and challenges are regularly reviewed at the highest level of the organization.

To ensure our strategy remains relevant, the ESG SteerCo now conducts an **annual review of the double materiality assessment**. A clear escalation process ensures that any significant changes trigger a formal update. At the same time, we are **strengthening ESG reporting and KPI development** through a multi-year roadmap that expands data coverage and consistency across all offices.

This way of working helps strengthen accountability. Exploring how executive performance could be linked to ESG objectives signals that sustainability is not a separate track but increasingly part of how we steer the organization. As we **gradually integrate ESG considerations into leadership evaluation and reward frameworks**, we aim to reinforce alignment between long-term impact and corporate success.

Together, these steps move us from intention to integration, **making sustainability a cornerstone of how OMP is governed**.

Key actions and ambitions

- **Structured ESG oversight:** Ensure the ESG SteerCo meets at least four times per year starting in 2025.
- **Formal reporting rhythm:** In 2026, establish quarterly ESG SteerCo updates to the Audit Committee and biannual updates to the Board and GLT.
- **ESG-linked executive pay:** By 2027, pilot ESG-related KPIs in executive pay and refine the framework for full adoption.
- **Annual DMA review:** From 2026, conduct an annual review of the double materiality assessment and implement an escalation process for significant changes by 2027.
- **ESG reporting and KPIs:** Develop a multi-year roadmap to expand ESG reporting and achieve full KPI coverage across all material topics by 2027.



KPI	Value	Notes
Number of ESG SteerCo meetings held per year	3	The ESG SteerCo meets quarterly to review progress and agree on next steps. An additional post-publication meeting is planned, bringing the total to four in 2025.
Share of Board/Audit Committee meetings where ESG was formally reported	Board: 100% Audit Committee: 100%	ESG topics were formally reported at every Board and Audit Committee meeting in 2025. Reporting to the Global Leadership Team will start in 2026.

Making it REAL

LEADING WITH CARE AND PURPOSE

A conversation between Paul Vanvuchelen, CEO, and Anita Van Looveren, Chairwoman of the Board

Paul: Anita, you have been part of OMP since it was founded nearly forty years ago and led the company as CEO for more than thirty of those years, up until 2024. Looking back, what has most defined OMP's culture throughout that time?

Anita: From the very beginning, we have managed with purpose. Building a company that puts people first has always been essential to me. When you nurture talent, share knowledge, and give people room to grow, everything else follows. That mindset has shaped OMP from the start and remains the foundation of how we work today.



Paul: You have always stayed close to people across the organization, even as OMP has grown around the world. Why is that so important to you?

Anita: People are at the heart of OMP, wherever they are. I try to speak with as many colleagues as possible because every conversation brings a new perspective. Visiting our offices reminds me how our shared values take different forms in different cultures. That diversity is not something to manage, it is something to celebrate. It makes us think more broadly and ultimately leads to better ideas and stronger collaboration.

Paul: Sustainability has become more visible and structured at OMP in recent years. What motivated you to take such an active role in shaping the ESG strategy?

Anita: Sustainability has always been part of who we are, even before it became a formal term. The way we collaborate with customers, build long-term careers for our people, and stay close to communities around us,

that's all sustainability in practice. And even in our core activity, helping companies run their supply chains as efficiently and thoughtfully as possible, there's a clear sustainability dimension. Being part of the double materiality assessment and the ESG strategy helped ensure that those values are now captured and measured, not just felt.

Paul: As Chairwoman, you continue to play a key role in OMP's sustainability journey. What do you see as your focus going forward?

Anita: My goal now is to make sure sustainability stays anchored at the highest level of the company. That means following up on our actions, asking the right questions, and supporting teams in turning ideas into tangible progress. I want to see sustainability become part of every decision, not as an obligation but as the natural way we operate.

Paul: Many people see you as a role model for female leadership in the technology sector. How do you look at that now that you have passed on the CEO role?

Anita: I never thought about it in those terms, but I do think it matters that women, and really anyone with a different perspective, can see that leadership takes many forms. Diversity is not about counting people; it's about listening to different voices. That's how you build a company that stays innovative and resilient.



Paul: Finally, what advice would you give to the next generation of OMP leaders?

Anita: Stay curious, keep listening, and care about people. Leadership is not about having all the answers. It is about creating an environment where others can grow and succeed. If we keep doing that, OMP will continue to thrive for many years to come.



8.3 Business ethics and corporate culture

Integrity, respect, and responsible conduct are central to OMP's corporate culture. These values are not just statements on paper, they are reflected in our day-to-day decisions, in how we treat each other, and in how we work with customers, partners, and suppliers. Our **5P value framework** — People, Passion, Pride, Promise, and Partner — anchors this culture and ensures it remains tangible across a growing, global organization.

As OMP continues to expand, maintaining **a culture of ethics and accountability** is more important than ever. This means making sure every employee, from their very first day, understands what is expected of them and how they can **safely raise concerns**. It also means reinforcing awareness of the procedures, principles, and safeguards that protect both individuals and the company, while upholding a **strict zero-tolerance policy for corruption and bribery**.

Stakeholders rightly expect the highest standards of conduct from OMP, and we set the bar accordingly. By embedding ethics into onboarding, ongoing training, and team reflections, we keep these standards alive and relevant. In this way, **corporate culture becomes not only a matter of compliance, but a shared responsibility**, one that strengthens trust and enables OMP to live up to its values in every aspect of business.

Key actions and ambitions

- **Code of Conduct training:** Expand training for all employees, including onboarding and refresher sessions in 2026.
- **Whistleblower awareness:** Strengthen awareness through onboarding, annual reminders, and OMPulse checks from 2026 onward.
- **Anti-corruption measures:** Update and integrate anti-corruption training into onboarding, with targeted training for high-risk roles by 2027.
- **5P Team Charter:** Continue an annual team reflection and objective setting of the 5P charter across all teams.



KPI	Value	Notes
Corruption incidents	0	No confirmed incidents involving bribery, corruption, or similar ethical violations.
Whistleblower reports	0	No reports were submitted through OMP's whistleblower channel during the reporting year.

Making it REAL

5P TEAM CHARTERS: TURNING VALUES INTO ACTION

Our 5P Team Charters help bring company values to life by setting clear agreements on how teams work and collaborate. These charters aren't just words on paper, they guide real actions that strengthen trust, communication, and teamwork.

Several teams have shared how they translated their charters into daily practices:

- **Pair programming** sessions at the office at least once a week.
- Ensuring **everyone has a voice** in workshops and meetings, with clear actions, owners, and due dates defined.
- Actively **sharing compliments**, even with colleagues they may not know personally, such as after a townhall presentation or a helpful email.

By embedding such practices, teams show how small, intentional actions can **turn shared principles into a stronger workplace culture**.



People



Passion



Pride



Partner



Promise



8.4 Data privacy and cybersecurity

Handling the data of some of the world's largest companies comes with a clear responsibility: **we cannot afford to compromise on security**. Protecting sensitive information is the cornerstone of OMP's license to operate and mandatory to maintaining the trust of our customers, partners, and stakeholders.

This importance was clearly confirmed during our double materiality assessment, where both stakeholders and management highlighted **cybersecurity and privacy as critical to OMP's success**. Although the standard CSRD disclosure topics were not directly relevant for our activities, we chose to go further and include **an entity-specific disclosure on data security**. By doing so, we underline how vital we consider this topic to be, and our determination to hold ourselves accountable through transparent reporting.

Our approach combines compliance with **the highest industry standards** (ISO 27001 certification, ISAE3402 type II annual audits, and NIS2 compliance) with organizational vigilance. **Security awareness** is embedded in our culture through regular training, risk assessments, and structured incident response planning.

By combining strong technical measures with clear governance and employee engagement, we ensure that OMP is not only compliant, but resilient in the face of emerging threats, and trusted as **a secure partner for the long term**.



Key actions and ambitions

- **Certifications and compliance:** Maintain ISO 27001 certification, ISAE3402 type II annual audits and NIS2 compliance.
- **Leadership and governance:** Elevate cybersecurity to a fixed Board and GLT agenda item from 2025, including Digital Services Act reporting.
- **Preparedness and awareness:** Maintain annual incident response simulations and provide annual cybersecurity training for all authorized OMP users.
- **Data protection by design:** Keep ensuring 100% encryption and role-based access for all critical systems.



KPI	Value	Notes
Users completing annual cybersecurity training	100%	All OMP system users completed the mandatory annual training.
Information security incidents	42	Total number of recorded information security incidents in the reporting year.
Phishing test mails sent	18.678	Phishing mails sent to employees as part of internal security awareness campaigns.
Phishing-prone rate	4.50%	Share of users who clicked during simulated phishing tests.
Security policy review frequency	Annually	Core security policies are reviewed and approved once per year.

Unless otherwise indicated, all data presented refer to the reporting year 2024.

Making it REAL

BUILDING A CULTURE OF CYBERSECURITY

Protecting customer trust means keeping data security at the forefront. At OMP, **security is not just a technical responsibility, it's a shared commitment across the company.**

Through continuous awareness programs, simulated phishing campaigns, and tailored training, colleagues learn to recognize risks, avoid malicious emails, and respond appropriately.

Mistakes become learning opportunities, thanks to interactive feedback that immediately explains what clues were missed. **This supportive approach helps everyone strengthen secure habits in their daily work.**

By embedding security awareness into our culture, we ensure that OMP colleagues become more cyber-resilient every day. As our Chief Information Security Officer puts it:

"Security is an ongoing journey of awareness, responsibility, and trust."





8.5 Supplier governance and responsible procurement

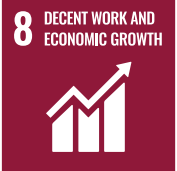
Sustainable procurement is more than a compliance exercise; it is one of the strongest levers OMP has to extend our impact beyond our own operations. As a company that partners with global leaders in complex industries, our ability to create value depends on the reliability, responsibility, and resilience of our supplier network.

For many years, OMP has nurtured **long-term partnerships** built on trust, collaboration, and shared success. As expectations from customers, employees, and regulators evolve, we are **raising the standards we uphold across our supply chain**. We recognize that the way our suppliers operate, from labor conditions to environmental practices, reflects directly on OMP. That is why we are strengthening our approach to **supplier governance and responsible procurement**, embedding sustainability criteria alongside quality and cost.

Looking ahead, we aim to ensure that **key suppliers** align with these standards and that new suppliers are held to the same expectations from the outset. At the same time, we will expand **sustainable procurement practices** that embeds responsible sourcing, supplier diversity, and transparency. By combining clear standards with ongoing engagement, we aim to **build a supply chain that reflects OMP's values** and strengthens our operations for the long term.

Key actions and ambitions

- **Supplier mapping:** Develop a classification framework to identify and monitor key suppliers in 2026.
- **Code of conduct alignment:** Ensure 50% of key suppliers adhere to OMP's Supplier Code of Conduct (or an equivalent standard) by 2027.
- **Onboarding standards:** Require 100% of new key suppliers to commit to OMP's Supplier Code of Conduct or an equivalent upon onboarding by 2027.
- **Sustainable procurement policy:** Finalize and roll out an updated procurement policy that includes sustainability, supplier diversity, and responsible sourcing in 2026.



Making it REAL

ENSURING A SUSTAINABLE DIGITAL INFRASTRUCTURE

The OMP Cloud is the beating heart of our technology. It hosts the environments that power our planning solutions and keeps them running reliably across the globe. The OMP Cloud and the data centers that power it are among the most material parts of our upstream value chain, and **we are conscious of the energy and water they require to keep the world's digital systems running.**

The global digital ecosystem, from data centers and networks to streaming and connected devices, now accounts for an estimated **2 to 4 percent of global greenhouse gas emissions**, roughly on par with the aviation industry. We take this impact seriously and **actively seek partners who combine technological excellence with sustainability leadership**, so that we can offer our customers solutions that are both high-performing and responsible.

Microsoft, one of our key partners, is taking major steps to make cloud infrastructure more sustainable. The company aims to be carbon negative and water positive within this decade, with data centers powered by renewable energy, built with lower-carbon materials, and engineered to use water as efficiently as possible.*

Thanks to partnerships like these, **OMP can keep the carbon footprint of its digital operations low while helping customers build more sustainable, future-ready supply chains.**



9. Looking ahead

As OMP celebrates its 40th anniversary, this first sustainability report marks both a milestone and a beginning. It captures how far we have come, from **a company guided by strong values to one that translates those values into measurable impact**. The enthusiasm that has always defined OMP is now anchored in clear goals, shared accountability, and a stronger sense of purpose across teams and regions.

In the coming years, we will **continue to build on this foundation**. We will improve the precision of our data, expand consistent reporting across all offices, and continue to align with the highest standards of sustainability management. At the same time, we will keep our focus where it truly matters. **We will take action that benefits our people, our customers, and the broader world we are part of.**

The year 2026 will bring new clarity around evolving reporting requirements, yet our direction is already set. We will move forward steadily, **staying true to our values and supported by the partnerships that have always defined us**. After forty years of building lasting relationships and resilient supply chains, OMP remains committed to being there for its customers, **helping them plan, act, and grow more sustainably in a changing world.**





10. Annex

Environment - GHG emissions for 2024

Category	tCO ₂ e	Notes
Stationary combustion	37	Emissions from natural gas used for space heating at OMP's Headquarters. All other OMP offices operate on electric heating or district heating systems and therefore generate no stationary combustion emissions.
Mobile combustion	861	Emissions from OMP's company car fleet, calculated using actual fuel consumption and/or mileage data. Includes both diesel and petrol vehicles still present in the fleet.
Fugitive emissions	514	Leakage of refrigerants from HVAC systems across offices under OMP's operational control.
TOTAL SCOPE 1	1.412	Total direct emissions from owned or controlled sources.
Purchased electricity (market-based)	255	Electricity consumption across all OMP offices using supplier-specific emission factors where available (contractual instruments).
Purchased electricity (location-based)	(288)	Electricity consumption recalculated using national grid-average emission factors.
TOTAL SCOPE 2 (MARKET-BASED)	255	Total Scope 2 emissions calculated using the market-based method, reflecting OMP's contractual renewable electricity sourcing.
Purchased goods & services	2.297	Emissions associated with subcontracted IT services, cloud hosting, software development, consultancy, office supplies, and IT equipment purchases.
Capital goods	976	Emissions from capital expenditures related to office renovations, furniture, IT and other infrastructure.
Fuel- and energy-related activities	294	Upstream electricity and fuel production.
Waste generated in operations	<1	Emissions from disposal and treatment of waste generated at OMP offices. Includes IT waste and office waste managed via certified recyclers.
Business travel	2.618	Emissions from air travel, rail travel, rental cars, and hotel stays.
Employee commuting	311	Emissions from employee commuting, includes public transport and non-company vehicles.
Use of sold products	7	Emissions related to the use of limited IT equipment provided to customers (CMI kits).
End-of-life treatment of sold products	<1	Emissions related to disposal of limited IT equipment delivered to customers (CMI kits).
TOTAL SCOPE 3	6.503	Includes all material upstream and downstream Scope 3 categories for 2024, following the GHG Protocol Corporate Value Chain Standard.
Total GHG emissions 2024	8.170	



Environment - Carbon intensity and energy metrics for 2024

KPI	Value	Notes
Total GHG emissions per FTE	7.13 tCO ₂ e/FTE	Calculated using total gross emissions (8,170 tCO ₂ e) normalized by 1,145 full-time equivalents*, including employees and external workers EXT1 and EXT2. Used to track carbon intensity per employee and normalized workforce impact.
Total GHG emissions per € million revenue	36.07 tCO ₂ e/M€	Calculated using total emissions (8,170.66 tCO ₂ e) and annual revenue of €226.5 million. Allows comparison of emissions intensity relative to company growth and business performance.
Total energy consumption	1.47 GWh	Electricity and heating use across all OMP offices under operational control, including district heating and gas heating where applicable (HQ). Based on 2024 metered data and utility invoices.
Total electricity consumption	1.19 GWh	Covers electricity use across all OMP offices, excluding gas and district heating.
Total renewable electricity consumption	372.397 KWh	Renewable electricity generated onsite or purchased through certified renewable energy contracts. Nuclear electricity is excluded from the renewable definition.
Renewable share of total electricity consumption	31.26%	Share of renewable energy in total consumption, based on onsite solar production and renewable electricity contracts, calculated using market-based accounting.
Own production of renewable energy	204.969 KWh	Annual output from onsite solar PV installations at OMP's headquarters and Drongen office.

(Global KPI's for 2024)

* Average 2024 FTE count, including employees on the payroll and external workers (EXT1 and EXT2).



Environment – Fleet metrics

KPI	Value	Notes
Fully electric vehicles	28.8%	Share of fully electric vehicles in the fleet at the beginning of Q4 2025.
Hybrid and plug-in hybrid vehicles	44.7%	Combined share of HEV and PHEV vehicles. Together with BEVs, 73.5% of the fleet is electrified at the beginning of Q4 2025.
Full-combustion vehicles	26.5%	Remaining internal combustion engine vehicles yet to be replaced through fleet electrification at the beginning of Q4 2025.



Environment – Waste and e-waste metrics for 2024

KPI	Value	Notes
Total weight of hazardous waste	0.36 tons	Hazardous waste includes lamps, toner cartridges, and batteries. All hazardous fractions are handled by certified waste partners and processed through compliant treatment routes (e.g., controlled recycling or hazardous waste recovery). No hazardous waste is disposed of through landfill or uncontrolled channels.
Total weight of non-hazardous waste	9.5 tons	Non-hazardous waste includes office waste, packaging materials, paper and cardboard, and PMD (plastic, metal, drink cartons). Collected through selective sorting systems. Annual volumes are based on waste management reports from service providers.
Total weight of waste recovered	9.9 tons	Total volume of recyclable fractions that enter formal recycling or recovery processes. Includes paper, cardboard, glass, and PMD. No operational waste is sent to landfill.
Percentage of IT material reused/recycled	100%	All decommissioned IT equipment is reused internally, donated to external organizations, or recycled through certified electronics recyclers. Reuse is prioritized where feasible. This results in zero IT equipment being sent to landfill.



Social - Workforce and demographics metrics for 2024

KPI	Value	Notes
Total employees	1124 employees	Headcount of employees on OMP's payroll in 2024. External workers are reported separately.
Full-time employees	1047 employees	Employees working full-time according to local contractual definitions.
Part-time employees	77 employees	Employees with contractual part-time arrangements.
Number of nationalities	66 nationalities	Based on employee self-declared nationality; indicator of OMP's global workforce diversity.
Employees <30	34%	Share of the workforce younger than 30.
Employees 30-50	55%	Largest age group, representing core professional population.
Employees >50	11%	Share of senior employees; relevant for monitoring sustainable employability.
Women among all employees	36%	Global gender distribution based on self-declared gender.
Women in technical functions	194 women	Technical roles include development, advisory, cloud, and data teams. Represents 48% of all women at OMP.
Share of women in management	27,27%	Women represent 27.27% of OMP's leadership population, including the Board of Directors, the Global Leadership Team, and function area leads at the end of Q3 2025.
Number of external workers	88 external workers	Includes EXT1: 51 and EXT2: 37. Refers to non-employees working for OMP under various contractual arrangements. External workers are not included in employee headcount figures above.



Social – Employee well-being, development & safety metrics for 2024

KPI	Value	Notes
OMPulse well-being score	7.88 / 10	Measures employees' perception of overall well-being at work. Based on OMPulse, OMP's biennial global engagement survey.
Countries with at least one trained balance counselor	88%	Balance counselors provide peer-based support for employee well-being. Active in 8 out of 9 OMP countries at the start of Q4 2025.
Performance reviews completed	92%	Percentage of employees who received at least one documented performance and development review during 2024.
Work-related injuries	7	Number of recordable work-related injuries across all OMP locations in 2024. Includes incidents involving physical harm during work activities.
Work-related fatalities	0	No work-related deaths recorded in 2024.
Annual turnover rate	9.2%	Includes both voluntary and involuntary departures during 2024, normalized by average annual headcount.
Total amount of training hours	102.112	Total hours of training completed by employees and external workers across all OMP locations.
Average training hours per FTE	89.2 hours/FTE	Based on 102,112 total training hours, normalized by 1,145 full-time equivalents*, including employees and external workers.
Pay ratio (highest vs. median compensation)	25%	Weighted average of median-to-maximum compensation ratios across all OMP entities.

* Average 2024 FTE count, including employees on the payroll and external workers (EXT1 and EXT2).

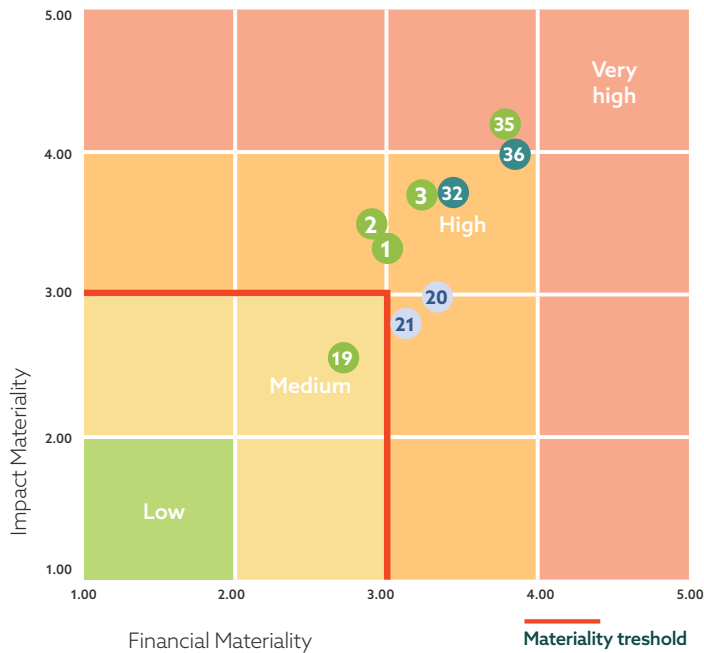


Governance – Ethics & Information Security metrics for 2024

Country	Value	Notes
ESG SteerCo meetings per year	3 meetings (planned 4)	Data for 2025. The ESG SteerCo follows a quarterly meeting rhythm to review ESG performance, discuss regulatory developments, and align on next steps. An additional meeting is scheduled after publication of the Sustainability Report, bringing the total to four for the reporting cycle.
Share of Board/Audit Committee meetings with ESG reporting	100%	Data for 2025. ESG topics were formally included as part of the agenda at every meeting of both the Board of Directors and the Audit Committee.
Corruption incidents	0	Represents the number of confirmed incidents involving bribery, corruption, or similar ethical violations recorded in 2024. No incidents were identified.
Whistleblower reports	0	Number of reports submitted through OMP's whistleblower reporting channel in 2024. The channel is open to employees and external stakeholders and allows confidential reporting of concerns. No reports were received.
Users completing cybersecurity training	100%	Mandatory annual cybersecurity training for all authorized OMP system users. Completion rate covers employees and long-term external users with access to OMP systems.
Information security incidents	42	Total number of recorded information security incidents logged in the reporting year.
Phishing test emails sent	18.678	Total number of simulated phishing emails sent as part of internal security awareness campaigns during the reporting year. These tests support continuous monitoring of employee awareness.
Phishing-prone rate	4.50%	Percentage of users who clicked on links in simulated phishing emails. This metric helps track security awareness and informs future training content.
Security policy review frequency	Annually	Core information security policies undergo formal review and approval once per year by management, ensuring continued alignment with best practices and evolving security requirements.

Double Materiality Assessment – ESRS Structure and OMP Thematic Mapping

Materiality Matrix - ESRS structure



This annex presents the results of OMP's full double materiality assessment, conducted in accordance with the **European Sustainability Reporting Standards (ESRS)**. The table maps OMP's key ESG themes to the corresponding ESRS topics and subtopics assessed during the materiality process. These themes form the backbone of both OMP's ESG Strategy and this Sustainability Report.

Only material topics are included here, with one exception: **ESRS E5-19 Waste**, which did not reach the materiality threshold but is included due to its operational relevance for OMP, particularly given the environmental impact of e-waste in a technology-driven organization. All non-material ESRS subtopics have been excluded from the annex for clarity and to maintain methodological precision.

The table below illustrates how **OMP's own thematic structure aligns with the formal ESRS classification**. Two themes - Sustainable supply chains through Green Planning and Data privacy and cybersecurity - represent **entity-specific disclosures**, as these topics are highly material to OMP's business model but are not directly represented by ESRS-defined subtopics.

Materiality Matrix: OMP Key Themes



OMP Key Theme		Corresponding ESRS Topic & Subtopic
1	Energy efficiency and GHG emissions reduction	ESRS E1 – Climate Change 1 – Climate change adaptation 2 – Climate change mitigation 3 – Energy
2	Waste and e-waste treatment	ESRS E5 – Resource Use and Circular Economy 19 – Waste
3	Sustainable supply chains through Green Planning	Entity-specific environmental disclosure 35 – Sustainable supply chains through Green Planning
4	Talent and career management and Employee well-being	ESRS S1 – Own Workforce 20 – Working conditions
5	A diverse and inclusive employer	ESRS S1 – Own Workforce 21 – Equal treatment and opportunities for all
6	Corporate culture: Governance oversight, Business Ethics & Supplier Governance	ESRS G1 – Business Conduct 32 – Corporate culture
7	Data privacy and cybersecurity	Entity-specific governance disclosure 36 – Data privacy and cybersecurity



This Sustainability Report reflects OMP's environmental, social, and governance performance based on data, methodologies, and sources available at the time of publication. While OMP strives for accuracy and transparency, certain indicators rely on estimates, assumptions, or external data that may evolve as our reporting systems mature and as standards under the CSRD and ESRS continue to develop. As a result, future reports may contain updated figures or expanded scope. This report is provided for informational purposes only and does not constitute legal, financial, or contractual commitments by OMP. OMP accepts no liability for decisions made or actions taken based on the information contained herein.