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# OPTA GROUP ESG 2024

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December 2024

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Adrian Plant, Molten Solutions North America

## LETTER FROM OUR CEO

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Dear Stakeholders,

It is with great pride that I present Opta Group's 2024 ESG report, a document that reflects our unwavering commitment to Environmental, Social, and Governance (ESG) principles. This year, Opta Group has made significant strides across all areas of our business, demonstrating that sustainability, social responsibility and ethical governance are more than just words—they are embedded in the core of everything we do.



As a global leader in materials solutions, our operations are guided by a multi-faceted, comprehensive approach to ESG. In 2024, we achieved notable progress in reducing our global environmental footprint, including a 15% reduction in Scope 1 & 2 carbon emissions. These achievements were made possible by initiatives like Molten Solutions Latin America (LatAm) transition to 100% renewable electricity, energy efficiency improvements at Molten Solutions North America (North America) and investments in renewable fuels. Our membership in ResponsibleSteel also solidified our commitment to responsible steel production, aligning our efforts with global sustainability goals.

At Opta Group, we believe that our people are our greatest asset. To ensure that we remain competitive in an increasingly complex and interconnected world, we launched the Opta Academy in 2024. This program is designed to equip high-potential employees with the skills they need to succeed in senior roles, with modules covering leadership, negotiation, operations, and finance. The Opta Academy underscores our commitment to employee development and helps build a pipeline of future leaders who will continue to drive our ESG agenda forward. This is just the start of the training and skill-development initiatives that are transforming Opta Group into the workplace of choice for our team members across the world.

In 2024, we also made significant strides in fostering diversity and inclusion initiatives across our global locations. Some of our subsidiaries have also reached important strategic objectives such as reaching 25% female representation in leadership roles at Molten Solutions Asia (Asia) and launching the Women's Leadership Forum at Molten Solutions Europe (EMEA). These

efforts reflect our belief that diversity and inclusion are key to our success as a company. In 2025 we will work to establish a realistic but important level for gender diversity in leadership across all divisions by 2030 and we will start implementing global initiatives to achieve this objective.

Additionally, we remain deeply connected to the communities in which we operate. In 2024, we contributed financial and in-kind support to a variety of community projects, focusing on education, healthcare, and local infrastructure. LatAm set a strong example in this area, with over one-third of its employees actively participating in corporate volunteer programs. In 2025, Opta Group will select a single global charity to unify our philanthropic efforts, further focusing our resources on creating meaningful social change.

Our governance framework was further strengthened in 2024 through the formation of the Global Compliance Committee (GCC), the introduction of the corporate compliance policies, the Anonymous Ethics Hotline, and enhanced supplier due diligence processes and Supplier Code of Conduct. We also introduced tools to support our governance and compliance efforts, specifically in the areas of corporate records management, policies and procedures management and compliance-related training. EMEA and LatAm led efforts to ensure that at least 90% of suppliers meet socio-environmental due diligence standards by 2030. In alignment with the Modern Slavery Act, we took significant steps to address modern slavery risks within our supply chain, implementing stringent policies to ensure that our operations are free from forced and child labor.

In 2025, we will also focus on evolving our IT & Cybersecurity governance. We will adopt the NIST Cybersecurity Framework (CSF) 2.0 to enhance our cybersecurity risk management practices. We will also invest in strengthening our IT general controls to manage risks to our critical IT infrastructure and information assets.

As we look to the future, our journey is far from over. We remain committed to setting ambitious ESG goals, increasing diversity, expanding leadership programs, and making meaningful contributions to the communities we serve. Together, we will build a more sustainable and inclusive Opta Group.

Thank you for your continued support.

Sincerely,  
Rob McKeracher  
Chief Executive Officer  
Opta Group

# EXECUTIVE SUMMARY

Opta Group's 2024 ESG report outlines the company's comprehensive efforts to integrate sustainability, social responsibility, and ethical governance into every aspect of its global operations. Each division has contributed to the progress outlined in this report, which details Opta Group's major achievements, key initiatives, and future goals.

ESG is at the core of:

## OUR PEOPLE



Our people are committed to driving environmental and social action within the company and through the customers and communities we serve.

## OUR PRODUCTS



Our products improve the efficiency of heavy industries and reduce energy consumption and CO<sub>2</sub> emissions.

## OUR STRATEGIES



Our strategies and core values support employee well-being, safety, diversity and inclusion and community engagement.



New Kensington Plant, Molten Solutions North America

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## MISSION

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Opta Group strives to be the leading supplier of performance solutions for metallurgical, value-added glass, and specialty chemical applications.

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## CORE VALUES

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These values reinforce Opta Group's commitment to responsible operations, ensuring a steadfast focus on producing high-quality performance solutions while minimizing environmental impacts.



Opta Group prioritizes **safety** as the foundation of a thriving workplace.



Opta Group invests in **people** while promoting diversity and inclusion for the success of the organization and customers.



Opta Group drives to consistently deliver high-quality products, equipment, and services to **customers**.



Opta Group delivers outstanding performance through a culture of continuous improvement, **innovation** and creativity.



Opta Group is committed to **sustainability** by respecting and protecting the environment in the communities it serves.

## ABOUT OPTA GROUP

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Opta Group is dedicated to becoming the foremost provider of performance solutions for metallurgical, value-added glass, and specialty chemical applications. Our success is driven by over 900 employees who use their creativity and insights to actualize the company's Mission, and Values, thereby aiding our customers, partners, and communities to thrive. Headquartered in Burlington, Ontario, and corporate office in Amherst, NY, Opta Group operates globally both directly and through subsidiaries under Opta Group global brand.

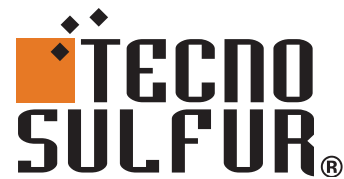
### OUR DIVISIONS

- Molten Solutions North America
- Molten Solutions LatAm
- Molten Solutions EMEA
- Molten Solutions Asia
- Carbide Industries
- OPTA Glass
- Quab Chemicals

### OUR PRODUCTS

- Hot Metal Desulfurization
- Cored Wire Treatments
- Aluminum Deoxidizers
- Value-Added Glass
- Calcium Carbide (acetylene gas)
- Cationic Reagents
- Engineering & Equipment
- Detection & Optimization Technology

### OUR BRANDS

The logo for OPTA, featuring a stylized orange and grey 'O' followed by the word 'OPTA' in a bold, grey, sans-serif font.The logo for affimex, with the word 'affimex' in a blue, lowercase, sans-serif font.The logo for CARBIDE INDUSTRIES, featuring a large red 'C' followed by 'ARBIDE' in black, 'INDUSTRIES' in black, and a horizontal line.The logo for QUAB CHEMICALS, with 'QUAB' in a large blue font and 'CHEMICALS' in a smaller blue font below it.The logo for affival, with the word 'affival' in a blue, lowercase, sans-serif font.The logo for TECNO SULFUR, featuring an orange square with a white diamond inside, followed by 'TECNO' and 'SULFUR' in black, uppercase, sans-serif font.The logo for skw, with the letters 'skw' in a blue, lowercase, sans-serif font.The logo for OPTA GLASS, featuring a green leaf icon with white dots, followed by 'OPTA' and 'GLASS' in a grey, uppercase, sans-serif font.The logo for Opta Industrial Minerals Group, with 'Opta' in a green font and 'Industrial Minerals Group' in a grey font.



# OPTA GROUP WORLDWIDE



## CORPORATE OFFICES

### OPTA GROUP

Headquarters  
104-3027 Harvester Rd  
Burlington, ON L7N 3G7  
Canada

### LATIN AMERICA

Tecnosulfur S.A.  
2000 – Vale das Palmeiras  
Rua Primeiro de Junho  
35701-820 Sete Lagoas – MG  
Brazil

### NORTH AMERICA

Molten Solutions  
300 Corporate Parkway-118N  
Amherst, NY 14226  
United States

### EMEA

Affival SAS  
70, Rue de l'Abbaye  
Boîte Postale 10022,  
59730 Solesmes,  
France

# ONE OPTA PROGRAM

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In 2023, Opta Group launched a global standardization program, One Opta, focused on developing and implementing universal processes, training and reporting. Throughout the year cross regional teams worked on the seven global initiatives unifying Opta Group's corporate identity, company culture and daily work processes.

The seven initiatives include:

1. Ingratiating and automating Environmental, Health and Safety KPIs and dashboards.
2. Tracking CO<sub>2</sub> emissions and creating plans for offsetting those emissions in each region.
3. Strengthening the brand identity of Opta Group and its commercial brands.
4. Improving internal and external communications by creating one voice, contestant messages and engaging content.
5. Better understand and grow relationships within the communities we live and work.
6. Incorporate 6S and lean manufacturing principals at all locations.
7. Develop key operational KPIs and dashboards to track and evaluate performance locally, regionally and globally.



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## COMMITMENT TO ESG

At Opta Group, Environmental, Social, and Governance (ESG) principles form the foundation of our business practices, guiding us as we work to create value sustainably for all stakeholders. Our ESG strategy supports our commitment to sustainable growth, social responsibility, and ethical governance.

## ENVIRONMENTAL RESPONSIBILITY

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Opta Group is committed to conducting business in a manner that minimizes environmental impact and conserves resources. We seek continual improvement in our environmental performance by setting, reviewing, and updating environmental goals. Opta Group is also committed to reducing its environmental footprint through sustainable practices across all global operations. We made significant strides in reducing carbon emissions, improving energy efficiency, and advancing circular economy principles.

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## WE ARE COMMITTED TO

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Developing awareness and leadership with respect to environmental protection among all our employees, contractors, and suppliers.

Identifying and evaluating potential environmental risks and implementing appropriate measures to eliminate or control those risks.


Developing and implementing measures to optimize the sustainable use of materials, resources, and energy.

Managing operations responsibly with emphasis on pollution prevention, and minimizing adverse environmental impacts.

Communicating with our employees, customers, suppliers, the communities in which we operate, and public officials with respect to relevant environmental issues.

Conducting independent environmental audits to reinforce that our management practices are compliant and meet the principles of sound management.

# SHAPING THE FUTURE OF RESPONSIBLE STEEL PRODUCTION



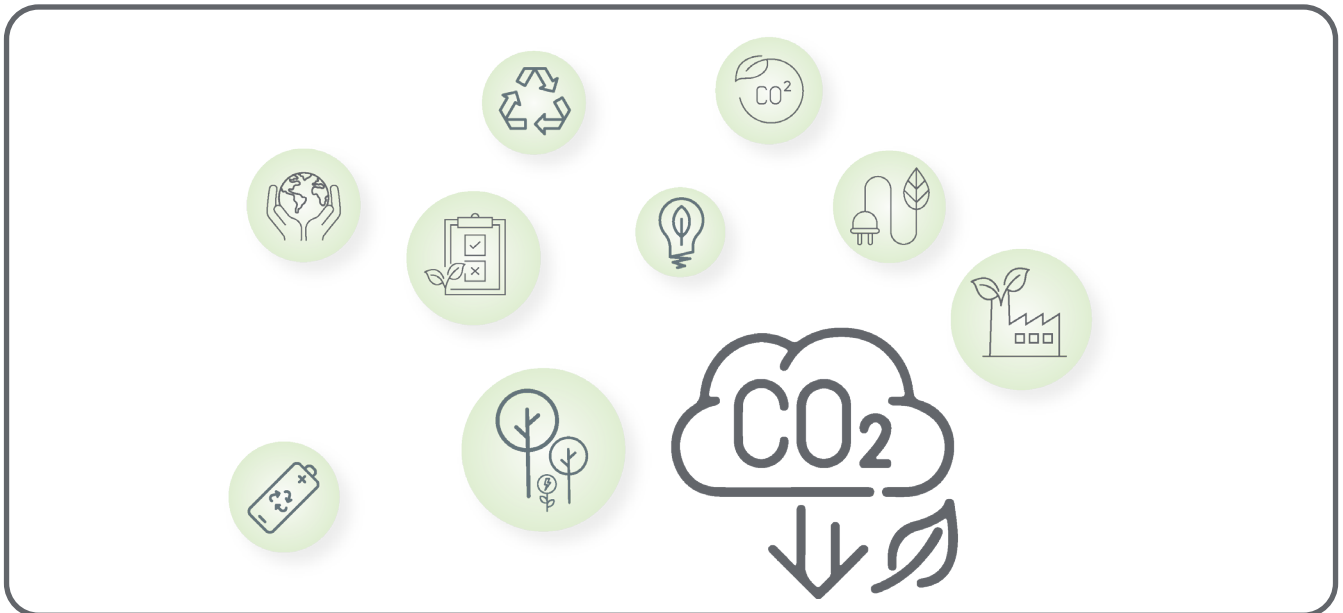
ResponsibleSteel is a global not-for-profit organization with the mission to be a driving force in the socially and environmentally responsible production of net-zero steel.

It is the first global multi-stakeholder membership organization that includes members from every part of the steel supply chain, civil society groups, associations, and other organizations with an interest in a sustainable steel industry.

Opta Group's membership in ResponsibleSteel underscores our commitment to responsible production and sustainability within the steel industry.

As a member, Opta Group works alongside other industry leaders to reduce carbon emissions, enhance resource efficiency, and support ethical labor practices. As the industry transitions toward net-zero emissions, we will continue to work with global partners to shape the future of responsible steel.

ResponsibleSteel's circular economy principles contribute to Opta Group's broader sustainability strategy.



## **CARBON EMISSIONS REDUCTION AND ENERGY EFFICIENCY**

Opta Group made substantial progress in reducing its carbon emissions, achieving a 15% reduction in Scope 1 & 2 emissions. This achievement was driven by the One Opta program initiatives, resulting in energy efficiency improvements, renewable energy adoption, and innovative decarbonization strategies.

- North America focused on reducing electricity consumption per ton by 10%, implementing energy-saving technologies across key facilities.
- LatAm transitioned to 100% renewable electricity in 2022 and conducted a comprehensive GHG inventory for 2023, which created a baseline for future improvements.
- LatAm is also actively testing renewable fuels to replace fossil fuels, with monthly indicators in place to track progress towards the commitment to reduce dependence on non-renewable fuels by 20% by 2026.
- EMEA reduced energy for operations (Electricity and gas) by +20% over the last 2 years, under the umbrella of its Green Agenda.
- Asia began testing renewable fuels, aiming for a 20% reduction in non-renewable fuel use by 2026.

## ISO 14001

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ISO 14001 is an international standard that sets the requirements for an environmental management system (EMS). It provides a framework for organizations to manage their environmental responsibilities in a systematic way, contributing to sustainability goals. The standard focuses on reducing environmental impacts, complying with environmental laws and regulations, and promoting continuous improvement in environmental performance.



- LatAm was the first in the group to move towards the second maintenance audit of this standard, which guarantees sustainability and continuous improvement.
- North America, LatAm, and EMEA have initiated this effort and aim to achieve ISO 14001 certification for all sites by the end of 2026.
- Two EMEA sites successfully achieved ISO 14001 certification.

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## IMPLEMENTATION OF TRAAACE

Implementing TRAAACE tracking and dashboards were made a top priority as part of the One Opta program. EMEA was the pioneer in implementing the TRAAACE platform, and North America has followed this initiative, with a focus on measuring Scopes 1, 2, and 3 emissions. This will enable the company to implement effective carbon offset initiatives.

The entire company is involved in the implementation of Carbon Footprint measurement. This initiative targets:

- Having all data collected and organized in database (TRAAACE).
- Identifying the low-hanging fruit for improvement and long-term plan.
- Setting carbon emission goals with a reduction program implemented.
- LatAm has begun implementing TRAAACE in by focusing on Green House Gas (GHG) emissions. These emissions are currently controlled via an annual inventory.

## SUPPORTING GREEN STEEL INITIATIVES

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Steelmaking is highly carbon intensive, resulting in 1.8 tonnes of carbon dioxide emissions for every tonne of steel produced.<sup>1</sup> Accounting for roughly 8% of global CO<sub>2</sub> emissions, the steel industry ranks among the top three producers of carbon dioxide.<sup>2</sup> Industry leaders recognize the need to reduce their carbon footprints and protect the global environment.

Opta products include insulators and slag conditioners that empower our customers to reduce their energy consumption and mitigate CO<sub>2</sub> emissions effectively. We are proud to source over 40% of our raw materials from non-virgin sources, reflecting our strong commitment to sustainability and responsible resource use.

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<sup>1</sup><https://worldsteel.org/climate-action/climate-change-and-the-production-of-iron-and-steel/>

<sup>2</sup><https://www.weforum.org/agenda/2022/07/green-steel-emissions-net-zero/>

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## FUTURE ENVIRONMENTAL GOALS



Further reduce electricity consumption by 10% by 2026, with a focus on energy optimization and sustainable technologies.



All Molten Solution sites ISO 14001 certified by end of year 2026.



20% reduction in non-renewable fuel use by 2026.



Establish a commitment to meet specific emission targets by 2030.



Increase the use of recycled materials in manufactured products to minimize resource extraction.

## GLASS INITIATIVE

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Opta Group recently formed the OPTA Glass division and invested \$14M renovating the Waterdown, Ontario facility. This advanced technology operation will clean blue box recycled glass (and other waste glass streams)

into an advanced technology operation. Waterdown will convert it into an ultra-fine powder for the use as a cement or other cementitious component substitute in concrete.

The Waterdown facility will be the largest in the world of its kind and treat up to 150,000 tonnes of recycled glass annually. This process will improve recycled glass recovery and lead to significantly greater landfill diversion in Ontario - consuming nearly all the recycled glass in the province.

The fine glass powder produced by OPTA Glass enables a 20 to 1 reduction in carbon footprint when compared to using cement in concrete. In addition, the concrete performance is greatly enhanced by using this fine glass powder for pozzolanic activity (the chemical reactions that the glass undergoes in concrete). It is a rare "green" product that delivers enhanced performance all the while reducing CO<sub>2</sub> emissions. In fact, using ground glass in concrete can reduced carbon emissions up to 50%.





Waterdown Facility, OPTA Glass

## WASTE AND RESOURCE MANAGEMENT

Opta Group is dedicated to promoting circular economy principles, focusing on waste reduction, resource efficiency, and the increased use of recycled materials across all divisions. These efforts will mitigate environmental impacts and increase shareholder value. Achievements include:

- North America began development of a new facility located in Alabama. Scheduled to begin operations in 2025, this facility will utilize up to 75% non-virgin and reclaimed materials as raw input and service steel mills in the region.
- LatAm significantly reduced resource extraction and waste generation by integrating 15% non-virgin raw materials into its production processes and introduced 100% recycled packaging.
- EMEA reduced hazardous waste by refining waste management processes and partnering with local entities to ensure the safe recycling and disposal of waste materials.

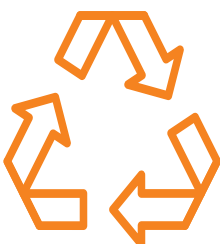
## FUTURE WASTE MANAGEMENT GOALS



Achieve a global 15% reduction in overall waste by 2028 with a focus on increasing the use of recycled materials and reducing resource extraction.



Treat up to 150,000 tonnes of recycled glass annually.



Continue expanding recycling programs across all divisions.



## FOCUS ON HEALTH AND SAFETY

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Opta Group values the health and safety of its employees and makes it a top priority to maintain and exemplify a safe and healthy work environment by:

- Exceeding applicable health and safety laws and regulations, and customer standards where practical and feasible.
- Ensuring our employees, temporary employees, contractors, and visitors are aware of, trained, and competent to carry out their safety responsibilities.
- Designing, operating, and maintaining our facilities to minimize risk.
- Improving our operations through employee involvement, continual performance measurement, and initiating appropriate corrective/preventive action where appropriate.
- Working safely, encouraging others to do so, and actively participating in health and safety improvement efforts.
- Demonstrating our values and commitment to health and safety in our communications, planning, and business decisions.

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## ISO 45001



ISO 45001 is an international standard that specifies requirements for an occupational health and safety (OH&S) management system. Achieving this certification clearly aligns with Opta Group's commitment to workplace safety, employee well-being and ethical governance.

LatAm started the process to achieve this certification by 2027 and has taken significant steps towards reaching the specified requirements. The division is prioritizing high-risk equipment in the plants as the next focus area for evaluation and standardization.

## 6S SAFETY STANDARD

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The purpose of implementing a 6S program is to promote an organized, clean, and safe work environment, focused on efficiency and continuous improvement. 6S is an evolution of the 5S system, which includes the original five pillars: Seiri (organization), Seiton (orderliness), Seiso (cleanliness), Seiketsu (standardization), and Shitsuke (discipline), with the addition of the sixth pillar: Safety. Encompassed by the ever-present focus on operating safely, the program not only improves productivity and work quality but also minimizes the risk of accidents, ensuring a safer and more sustainable workplace for employees.

The 6S initiative, launched at the end of 2023 as part of the One Opta program, focuses on implementing the 6S methodology across all Opta Group sites globally.

- All North America sites are fully aligned with 6S principles, and a standardized visual communication system has been established across all facilities, creating a unified operational language and a consistent way to display results.
- LatAm is in the audit phase to verify compliance with 5S methodology within the Tecnosulfur facility.
- Safety (6S) has been fully implemented in LatAm and being monitored by the EH&S team.

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## FUTURE SAFETY GOALS



Achieve ISO 45001 certification in North America, LatAm and EMEA by 2028.



North America to develop and implement a Behavior Based Safety Program and improve visibility to reported incidents in 2025.



Turtle Creek, Molten Solutions North America

## SOCIAL RESPONSIBILITY

Opta Group continues to prioritize diversity, community engagement, leadership development, and employee well-being as part of its broader social responsibility strategy. We made significant progress in each of these areas, creating a more supportive, inclusive, and socially responsible workplace across global operations.

## DIVERSITY AND INCLUSION

Diversity and inclusion are central to Opta Group's vision for a socially responsible workplace. Noteworthy achievements include:

- North America has 28% non-North American born leaders within operations.
- LatAm has 32% female representation in leadership roles..
- EMEA launched a Women's Leadership Forum to promote mentorship and career development for women across the company.
- EMEA has 44% female representation in leadership roles.
- Asia has 25% female representation in leadership roles.

These efforts reflect Opta Group's broader commitment to creating a workplace that values diverse perspectives, encourages inclusivity, and supporting the professional development of underrepresented groups.

## FUTURE DIVERSITY GOALS

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Achieve a minimum of 40% gender diversity in leadership across all divisions by 2030.



Continue to hire, develop, and promote minority representation in leadership and technical roles in North America.

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## COMMUNITY ENGAGEMENT AND EMPLOYEE WELL-BEING

Our commitment to social responsibility extends beyond its workforce and into the communities it serves. Opta Group contributed to community initiatives, focusing on education, healthcare, and local infrastructure development. These initiatives included:

- Supporting local businesses and infrastructure development, with a focus on employee well-being, including mental health support programs in 2025.
- North America provides \$1,500 to each plant and office to support community charitable initiatives, including local sports, theater, education, and other community-driven programs.
- LatAm's volunteer program which contributes to various social development projects in 2025.

## FUTURE COMMUNITY ENGAGEMENT GOALS

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Opta Group will evaluate selecting a single global charity in 2025 to unify its charitable efforts and focus on creating a significant, positive impact.



Employees from all regions and divisions will be encouraged to participate in fundraising, volunteering, and awareness-building activities.



LatAm aims to achieve 30% employee participation in the company's corporate volunteer program, contributing to various social development projects.



Burlington, Opta Group Corporate Office

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## OPTA ACADEMY

Opta Academy was launched this year as a key initiative designed to identify and nurture high-potential employees across all divisions. Offering a detailed and comprehensive approach to leadership development. This program emphasizes the importance of cross-functional collaboration and in-depth skill-building.

The program had four main modules:

- 1. Leadership:** This module focuses on building trust, leadership authority, conflict resolution, and creating inclusive teams. Participants are equipped to manage cross-departmental projects, drive change, and motivate their teams to achieve shared objectives.

- 2. Negotiation:** This module covers negotiation strategies, tools, and practical exercises to engage participants in real-world negotiation scenarios.
- 3. Operations and Supply Chain Management:** This module covers lean manufacturing, continuous improvement techniques, and sustainability in supply chain management.
- 4. Finance:** This module strengthens financial literacy by teaching participants how to interpret balance sheets, cash flow, and financial risks, empowering them to make informed business decisions that enhance Opta Group's financial performance.

Participants will have gained deep insights into Opta Group's operations, culture, and strategies, preparing them for complex leadership roles within the organization.

## GREAT PLACE TO WORK

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In 2023, LatAm was recognized with the Great Place to Work (GPTW) certification and in 2024 they were recertified reaffirming their dedication to the well-being, trust, and development of employees.



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## FUTURE EMPLOYEE DEVELOPMENT GOALS



Expand Opta Academy and other training initiatives in North America in 2025.



North America to achieve the GPTW certification by 2027.



## GOVERNANCE

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Opta Group prioritizes having a robust and effective compliance program that ensures legal compliance and either meets or exceeds its regulatory obligations. To further this objective, Opta Group has taken significant steps to enhance its governance framework by focusing on transparency, ethical business practices, and strengthening its supply chain management through increased due diligence and risk management.

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## GLOBAL COMPLIANCE COMMITTEE

A Global Compliance Committee (GCC) was established to implement, monitor and address any concerns arising from policies and from concerns raised through the newly implemented Anonymous Ethics Hotline. The GCC's additional responsibilities include, but are not limited to:

- Annually review the policies and procedures.
- Periodically conduct an update compliance risk assessments.
- Implement compliance training program for employees.
- Audit and monitor compliance and effectiveness of policies, systems, and global processes.
- Oversee Opta Group's ESG plan and report.
- Ensure compliance with the Modern Slavery Act and implement reasonable measures for remediation in the event a violation occurs.

## MODERN SLAVERY ACT

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Opta Group is committed to eliminating forced labor, child labor, and human trafficking from its supply chains. In compliance with the Canadian Modern Slavery Act, Opta Group has implemented robust policies to prevent and mitigate these risks by:

- Updating our Supplier Code of Conduct to make it an explicit requirement that its suppliers must adhere to strict ethical labor standards.
- Regularly conducting risk assessments to identify high-risk areas for modern slavery within its supply chains, particularly in higher risk regions.
- Providing a confidential hotline to report any potential violations of labor

standards or human rights as well as to report any other concerns of any kind, such as safety, harassment, etc.

- Revising corporate compliance policies such as: Anti-Bribery and Anti-Corruption Policy (ABAC), Charter of the Global Compliance Committee, Code of Ethics, Diversity Policy, ESG Policy, and Sanctions Policy.

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## GLOBAL COMPACT



This year, LatAm joined the United Nations Global Compact, the world's largest corporate sustainability initiative, in order to align strategies and operations with universal principles on human rights, labor, environment and anti-corruption, and take actions that advance societal goals.

## SUPPLIER CODE OF CONDUCT

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Opta Group's Supplier Code of Conduct requires suppliers and subcontractors to abide by applicable employment standards, child labor, non-discrimination and human rights legislation regardless of local law.

Pursuant to our Supplier Code of Conduct, suppliers must be able to demonstrate that they have policies and procedures in place to confirm that:

- Child, forced or compulsory labor is not used.
- Discrimination and harassment are prohibited.
- Employees are free to raise concerns and speak up without fear of reprisal.
- Appropriate and reasonable background screenings, including investigations for prior criminal activity have been conducted.
- Clear and uniformly applied employment standards are used.

Opta Group has a comprehensive risk assessment and due diligence program in place for suppliers and subcontractors including confirmation and acknowledgement of the Supplier Code of Conduct expectations. If a supplier is flagged as a compliance risk, they will be subject to enhanced due diligence.

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## RISK MANAGEMENT

Opta Group aims to prevent and mitigate adverse impacts of our operations by taking appropriate action to eliminate such risks through productive business relationships. Pursuant to the Supplier Code of Conduct, Opta Group maintains the right to monitor supplier compliance, audit their policies and procedures, and request documentation as needed.

Understanding and complying with Opta Group's Code of Ethics is a condition of employment. Employees and contract workers must complete annual training and course acknowledgment. Through this training all employees and contract workers are made aware of indicators of unethical business practices and other possible violations of human rights.

Our Code of Ethics requires all employees and contract workers to report actual or possible misconduct, by demonstrating key behaviours expected of our workforce and encourages speaking up for the good of the Opta Group. Employees and contract workers are encouraged to speak to their manager, senior management, Human Resources, the GCC, or report through the Anonymous Ethics Hotline so issues can be resolved quickly and objectively.

The Anonymous Ethics Hotline, is a global hotline available to all employees and contract workers to report concerns that may violate our Code of Ethics, policies and laws or is otherwise unethical and could put Opta Group at risk. This hotline is secure, fully accessible and available 24/7. It is administered by a third party, and reports may be made anonymously. Opta Group upholds a strict commitment to non-retaliation.

In addition, Opta Group has implemented the ABAC policy risk assessment which identifies risks and develops mitigation strategies across all areas of operations, enhancing our overall risk management framework.

## FUTURE GOVERNANCE GOALS

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Ensure at least 90% supplier compliance with ethical and environmental standards by 2030, focusing on enhancing supplier audits and monitoring.



Achieve 100% transparency in governance disclosures by 2025, providing stakeholders with full visibility into Opta Group's governance structure and ESG performance.



Global adoption of the NIST Cyber Security Framework (CSF) 2.0 in 2025.

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## LOOKING AHEAD

Opta Group is committed to leading the way in environmental sustainability, social equity, and governance integrity. As we move forward, we have set ambitious goals that will continue to guide our efforts across all regions and subsidiaries.



## KEY FUTURE COMMITMENTS

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Establish a target for carbon emissions to be achieved by 2035. This will be a clear goal across all global operations, led by Molten Solutions.

Continue expanding the energy reduction programs in North America and Asia, aiming for a 20% reduction in non-renewable fuel usage by 2026.

By 2025, we will expand the Opta Academy in North America to offer leadership development opportunities, select a global charity to focus our philanthropic efforts.

Achieve at least 40% gender diversity in leadership roles by 2030, with subsidiaries such as EMEA and North America focusing on improving representation of underrepresented groups in management positions.

Ensure that at least 90% of suppliers in high-risk regions, especially those tied to Asia and LatAm, comply with our Supplier Code of Conduct and ethical labor standards by 2030.

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## CONCLUSION

Opta Group's 2024 ESG report highlights our sustained commitment to building a more sustainable, socially responsible, and ethical global company. Our achievements across all divisions underscore our focus on delivering value to our stakeholders while minimizing our environmental impact, enhancing our governance structures, and fostering inclusivity and well-being in the communities we serve.

This report serves as both a reflection of our progress to date and a roadmap for the future. With clear goals set for carbon reduction, social equity, and governance transparency, Opta Group is well-positioned to continue its leadership in sustainable industry practices.

We look forward to updating you on our progress in future reports, as we continue to drive positive change throughout our operations and beyond.



## FOLLOW US



WEBSITE



LINKEDIN

 **OPTA**

The logo for OPTA, featuring a stylized 'O' with an orange arc above and below it, followed by the letters 'PTA' in a bold, dark grey sans-serif font.

