

Planning for a sustainable future
The OMP journey



Table of contents

Introduction	3
Sustainability as a guiding principle	4
Sustainability at OMP through the years	5
Solidifying our sustainability ambitions in 2023	6
2.1 Giving back	6
2.2 Fostering sustainability through employee involvement	6
2.3 Formalizing our ESG approach	6
2.4 Reducing OMP's environmental impact	8
2.5 Expanding our knowledge and ambition	9
Navigating the CSRD legislation	11
3.1 Materiality assessment	11
3.2 CO ₂ analysis	13
The journey continues	16
About OMP	17

Introduction

Welcome to OMP's first e-book in a series of three in which we will document and share our journey towards sustainable business practices. In this dynamic field, learning and adaptation are continuous. As we navigate a path to a more sustainable future, we are keen to bring you along, sharing the insights we gather and the progress we make.

This series is designed to offer a transparent view into how OMP is responding to the ever-changing landscape of sustainability. Each e-book will highlight key initiatives, reflect on the lessons learned, and outline the steps we're taking to not only adapt but to lead in this crucial area of business.

Transparency and leadership

Transparency is at the heart of this endeavor. We want to openly share our insights, successes, and challenges, welcoming feedback and collaboration. This journey is not just about OMP's growth; it's about ensuring that we are a future-proof partner, fully attuned to the challenges our customers face in an increasingly sustainability-conscious world.

Our sustainability efforts in 2023

In this first edition, we focus on the actions taken in the past years and especially in 2023, a year in which we have intensified our sustainability efforts. We will also be looking at the future, anticipating the initiatives that will define our path in the years to come.

Looking ahead

As you read on, we invite you to join us in this ongoing conversation. Your feedback is invaluable as we navigate this path together, with the purpose of creating a more sustainable future for all.

It's important to note that this e-book does not aim to serve as a sustainability report. Instead, it's part of our initial steps towards greater transparency and accountability in our sustainability journey. By laying the groundwork through these e-books, we aim to build a strong foundation for comprehensive reporting in the future.

Join us as we share our story, grow in understanding, and take decisive action towards a more sustainable tomorrow.

1

Sustainability as a guiding principle

Throughout the years, OMP has established itself as a leading solution provider in the Supply Chain Planning Industry. Since our inception in 1985, long before sustainability became a widely recognized term, we have emphasized the importance of investing in **enduring partnerships and practices**. This principle has guided us in creating value that extends beyond the immediate, ensuring our operations and core values are aligned with the pursuit of sustainable success and growth for all stakeholders involved.

Empowering our employees

At the heart of our company are our employees, whose talents and growth we nurture through inclusive talent management. This approach has fostered a high retention rate, as we co-design career paths, support personal development, and invest in resilience and adaptability. It's a testament to our belief that the strength of our company lies in **the strength of our people**.

Cultivating customer success

Our passion for customers has been a key driver of our solid growth. We have a long history of satisfied customers, thanks to our focus on reinvesting profits into new solutions and aligning our geographical expansion to be right where our customers need us. This strategy of co-creating value ensures that we not only meet but exceed the expectations of those we serve, forging strong, **sustainable relationships** based on mutual success and trust.

Delivering sustainable solutions

In every facet of our operation, OMP is committed to delivering sustainable supply chain planning and optimization solutions that continually increase value over time. This commitment is made possible through strong partnerships, intense collaboration, and a steadfast dedication to the principles that have guided our journey from the beginning.

Expanding our sustainability commitment

In recent years, the concept of sustainability has expanded, becoming a crucial business imperative for ecological reasons. We recognize the importance of this shift and are committed to adapting our strategies accordingly. In this e-book series we share how we are embracing this broader dimension of sustainability. It's about creating a dialogue on how we, and all of our stakeholders, can **continue to grow while contributing positively to our planet and society**. Both in our own operations and in the projects and software solutions we deliver to our customers.



Sustainability at OMP though the years



2

Solidifying our sustainability ambitions in 2023

2.1 Giving back

Central to our culture, our people, and our product & service offerings lies a determination to enhance our environmental, social, and governance (ESG) performance. Bringing value to our customers has helped us grow, both as a company and as professionals. **We like to share what we have earned.** Not just by reinvesting one-third of our revenue in innovation to better serve our customers. Not just by letting employees join in the profits. But also by giving back to those who deserve a little push. Every year, since 2016, we've empowered our employees to champion causes close to their hearts by submitting and voting on charity organizations for corporate support. For 2023 this included efforts to assist those affected by the war in Ukraine, improve the lives of vulnerable children in India, enable chronically ill children to continue their education from home, ensure unprivileged children can celebrate their birthdays and support earthquake victims in Turkey.

2.2 Fostering sustainability through employee involvement

In early 2023, OMP made a significant move towards enhancing our sustainability efforts by forming an **internal sustainability team**, driven by the initiative and support of our employees. This team has been crucial in implementing and overseeing a wide array of sustainability projects. Initiatives such as carpooling, bike leasing programs, and waste reduction efforts all originated from suggestions made by our team members. This employee-led approach not only cultivates a strong sense of ownership and involvement among our staff but also guarantees consistent advancement in our sustainability practices on a daily basis.

2.3 Formalizing our ESG approach

The summer of 2023 marked a pivotal moment in our sustainability journey with the publication of our **first formal ESG policy**. This document acknowledges that while global dynamics evolve and the demand for sustainable operations intensifies, we are not just prepared to adapt—we are eager to lead. Recognizing that our journey is an evolving one, this ESG policy is deliberately designed as a work in progress, adaptable as our sustainability road map unfolds.

In every facet of our operation, OMP is committed to delivering sustainable solutions that continually increase in value over time. This commitment is made possible through strong partnerships, intense collaboration, and a steadfast dedication to the principles that have guided our journey from the beginning.



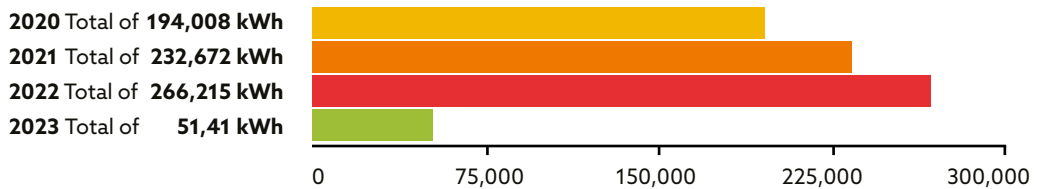
2.4 Reducing OMP's environmental impact



In 2023 significant measures to **improve the environmental impact of our operations** have been implemented.

These include transitioning to a new heat pump system at our head office that has drastically reduced our gas consumption. Additionally, we've started using rainwater for sanitary purposes, reducing our water footprint. We have eliminated plastic cups and straws from our offices in an effort to reduce waste and encourage sustainable practices.

Annual gas consumption



In August 2023, we installed 564 solar panels on the roof of our head office, a move that contributes significantly to our **renewable energy production**, yielding over 200 MWh annually, over one quarter of our annual electricity consumption. This initiative is part of our ongoing efforts to integrate sustainable energy sources into our operations.

OMP is actively moving towards a future of **green mobility**, as evidenced by our transition to a fully electric vehicle fleet. We have doubled the number of electric or hybrid vehicles in our fleet, from 76 in 2022 to 153 in 2023. Complementing this effort, we have also enhanced our bike program, promoting eco-friendly commuting options among our employees. These initiatives, together with our **hybrid work culture**, have made a substantial impact in reducing commute-related emissions, reflecting our commitment to environmental sustainability and the well-being of our planet.

These actions, while just one part of our sustainability strategy, represent our steady progress in making our operations more environmentally friendly.

2.5 Expanding our knowledge and ambition

Throughout 2023, sustainability has been a focal point for OMP across various platforms, including our conference in Barcelona, dialogues with customers and stakeholders, and within our internal discussions. These engagements have underscored the necessity for us to elevate and formalize our sustainability initiatives.

Developing a comprehensive sustainability strategy

In response, we are developing a **comprehensive sustainability strategy** that not only encompasses our internal operations but also enhances the solutions we provide to our customers. By adopting **Unison Planning™ for Sustainability**, we empower our customers to integrate sustainability criteria into their decision-making processes, aligning with the evolving expectations of our stakeholders and our commitment to environmental responsibility.

Navigating regulatory compliance and anticipating future challenges

Building on this foundation, we recognize the increasing importance of regulatory compliance, particularly as we approach the implementation of the **Corporate Sustainability Reporting Directive (CSRD)** with OMP's first report due in 2026. This directive aims to improve transparency and accountability in sustainability reporting, ensuring that companies like OMP demonstrate genuine sustainability efforts. Understanding and preparing for the CSRD and broader ESG requirements is crucial not only for compliance but also for maintaining our position as a forward-thinking partner. By aligning our strategies with these upcoming regulatory changes in the EU and other regions, we are not just preparing for compliance but are also readying ourselves for the challenges and opportunities of the future. This **proactive approach** underscores our commitment to leading by example in the sustainability domain, ensuring that we and our customers are well-equipped to navigate the evolving regulatory landscape.





Understanding and preparing for the CSRD and broader ESG requirements is crucial not only for compliance but also for maintaining our position as a forward-thinking partner.

3

Navigating the CSRD legislation

In the summer of 2023, OMP embarked on a pivotal initiative aimed at aligning with the Corporate Sustainability Reporting Directive (CSRD) requirements. This move is strategically planned to ensure that we are fully prepared for our first reporting period in the spring of 2026, which will cover the fiscal year 2025. The initiative is driven by an internal project team, complemented by the expertise of external sustainability professionals. Together, they have designed a **comprehensive, multi-year plan** that delineates the necessary steps for full compliance with the CSRD's extensive and varied requirements.

3.1 Materiality assessment

Sector-agnostic standards			
Cost-cutting standards	Topical standards		
	Environment	Social	Governance
ESRS 1 General requirements	ESRS E1 Climate change	ESRS S1 Own workforce	ESRS G1 Business conduct
ESRS 2 General disclosure	ESRS E2 Pollution	ESRS S2 Workers in the value chain	
	ESRS E3 Water and marine resources	ESRS S3 Affected communities	
	ESRS E4 Biodiversity and ecosystems	ESRS S4 Consumers and end-users	
	ESRS E5 Resource use and circular economy		

Understanding the ESRS framework

Central to the CSRD is the **European Sustainability Reporting Standards (ESRS)**, a framework that includes a wide array of sustainability metrics organized by the themes E (Environment), S (Social) and G (Governance). The ESRS are extensive, encompassing numerous reporting standards; however, it's important to note that not all these standards are relevant or required for every company.

Conducting the materiality assessment

A critical component of CSRD compliance for OMP is to discern which of these standards are significant to our value chain. It is in this context that the **materiality assessment** process becomes crucial. This process is not just a procedural requirement; it is a strategic tool that helps us identify the most pertinent ESRS topics and data points for our company. By focusing on these key areas, we ensure that our sustainability reporting is both **relevant and impactful**, reflecting the specific nature of our business and the expectations of our stakeholders.

Initial findings and management alignment

Following their comprehensive assessment completed at the end of 2023, the OMP project team has concluded the initial evaluation of our material topics. This assessment will now be subject to detailed internal discussions before being presented to the Board of Directors. This step ensures that our top management is fully aligned and informed about the key findings and their implications for the company's future.

Stakeholder engagement

The next crucial phase involves engaging with both internal and external stakeholders. These discussions are vital as they offer diverse perspectives and insights, further enriching our understanding of the material sustainability issues. **Stakeholder engagement** is not just a formality; it is an essential part of our process and mandatory in the CSRD, ensuring that the voices of all relevant parties are heard and considered in our decision-making.

Creating the materiality matrix

The culmination of these efforts will be the creation of a **materiality matrix**. This matrix will not only guide our CSRD reporting but will also serve as the foundation for our **sustainability road map**. It represents a visual and strategic tool, illustrating the relative importance of various sustainability issues to our stakeholders and to our business operations. By mapping these priorities, OMP will be able to focus its efforts more effectively, targeting areas that have the most significant impact and relevance.

A materiality assessment is not a one-time exercise. During the coming years we will continually revisit and update our assessment to reflect changing stakeholder expectations, emerging trends, and our evolving business landscape. This dynamic approach ensures that our sustainability journey remains relevant and impactful.

3.2 CO₂ analysis

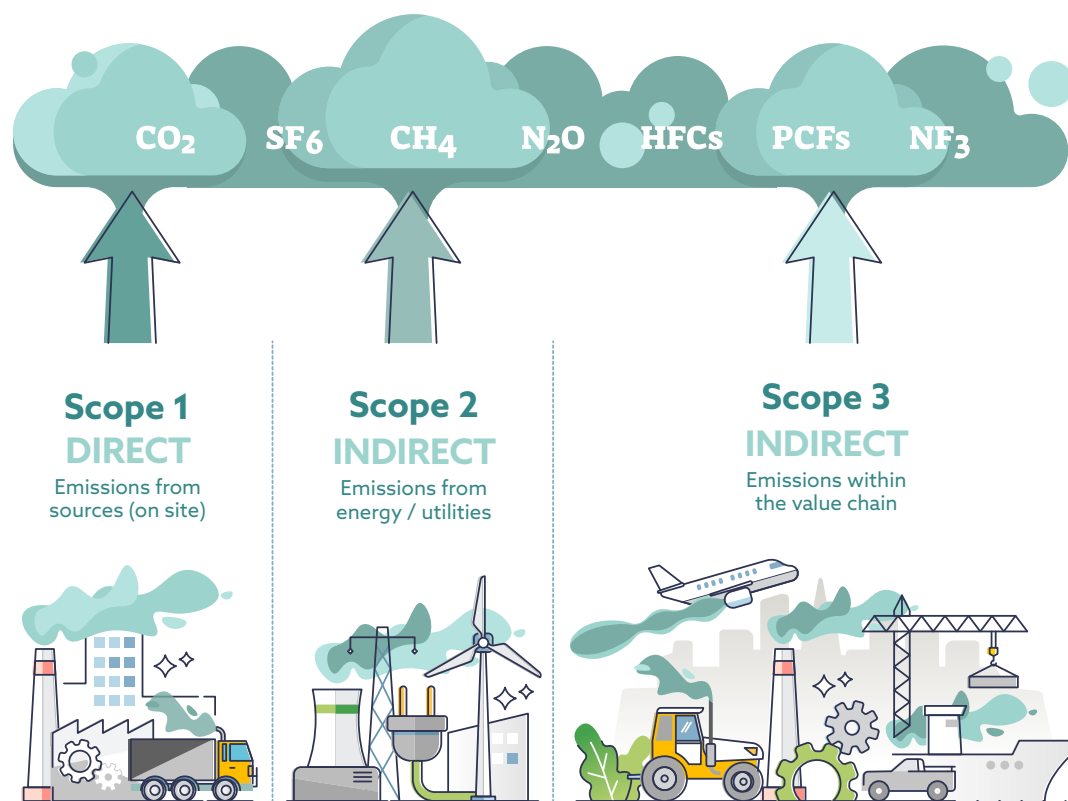
Understanding ESRS E1: the climate change standard

If we take a closer look at the European Sustainability Reporting Standards, ESRS E1 stands out as a crucial standard. Known as the **climate change standard**, it is the first reporting standard under the topic of Environment. This standard is specifically designed to provide a framework for companies to disclose their impacts and strategies related to climate change.

Initial CO₂ analysis

To align with this standard, it was essential for us at OMP to get a clear understanding of our current greenhouse gas (GHG) emissions. Consequently, we initiated a detailed **CO₂ analysis** to accurately determine the amount of CO₂ emitted from our global operations during the year 2022. This analysis was vital in establishing a baseline for our future sustainability strategies and to prepare ourselves for reporting compliant with ESRS E1.

We used the **Greenhouse Gas Protocol** as our guiding framework to calculate our carbon footprint. This comprehensive standard provided the necessary guidelines for assessing and reporting greenhouse gas emissions. We measured all the relevant data required to calculate our Scope 1, 2, and 3 emissions. Scope 1 covered direct emissions from owned or controlled sources (i.e. company vehicles and gas consumption), Scope 2 encompassed indirect emissions from the generation of purchased electricity and Scope 3 included all other indirect emissions within our value chain (i.e. employee commuting, waste, purchased goods and services, IT,...). This process ensured a holistic and thorough accounting of our environmental impact in terms of greenhouse gas emissions.



Challenges and insights in data collection

The process of gathering this data was both informative and challenging. It brought to light certain areas for improvement, particularly in the **availability and organization of data** crucial for effective CO₂ analysis. See more info in the insert about data quality ([page 13](#)).

This insight, while revealing, was a valuable step in our journey, as it helped us identify and address gaps in our data management practices with regards to emissions. Additionally, it underscored the necessity of starting early in our efforts to become compliant with the CSRD. By **taking action** well in advance, we are ensuring that we have the proper data in place and that all our processes and reporting mechanisms are aligned before reporting becomes mandatory.

In the context of the Greenhouse Gas (GHG) Protocol, data quality, especially when calculating greenhouse gas emissions, is critical. The protocol recognizes different levels of data quality.

1. Financial data

- Financial data in GHG emissions calculations typically involves spend-based or economic data used to estimate emissions. It encompasses economic activity data, like the cost of goods sold, purchased services or capital goods.
- Example: The emissions could be estimated based on the expenditure on a batch of company computers, using a financial-based emission factor. (€ 20,000 worth of computers)

2. Average data

- Average data provides baseline emissions estimates by applying generic emission factors to the physical data of activities or products. It is the minimum quality mandated by the CSRD, offering a starting point for emissions estimation that can be refined later on.
- Example: If the emission data for the specific model of the computers are unknown, a generic emission factor for manufacturing a standard computer would be used. (20 computers)

3. Supplier-specific data

- Regarded as the highest quality data within the GHG Protocol, supplier-specific data involves actual emission information obtained from suppliers. This data type provides the most accurate representation of a company's GHG emissions, reflecting the real emissions from specific activities and sources.
- Example: The precise emissions data for the manufacturing of the computers provided by the suppliers. (20 computers with emission data provided by supplier)

In our **initial CO₂ analysis**, we primarily relied on financial data to inform our estimates, due to the current unavailability of detailed supplier-specific data. This method allowed us to establish a foundational understanding of our emissions profile. Recognizing the importance of accuracy in sustainability reporting, we view this as a first step and are actively working towards obtaining more precise data from our suppliers to refine our future emissions assessments. Within this context, **improving data quality** has emerged as a significant focus in our sustainability strategy. According to the CSRD, average data is considered the minimum standard, and a reliable strategy can only be formed if the data is based on supplier-specific information.

Setting targets with the Science Based Targets initiative

Concluding this chapter on CO₂ analysis, OMP's initial calculations have determined that our operations emitted 8,578 tonnes of CO₂ for the year 2022. It's important to note that this figure is likely an overestimate, predominantly due to the reliance on financial data instead of supplier-specific data, which tends to yield more conservative results.

With this initial assessment in hand, the next step for OMP is to set a clear and ambitious target for **reducing our carbon footprint**. At the end of 2023 OMP has committed to set near-term company-wide emission reductions in line with climate science with the **Science Based Targets initiative (SBTi)**. This commitment is in line with our strategy to align our business objectives with climate science, ensuring that our operations contribute positively to the global effort to limit warming to well below 2 degrees Celsius in line with the Paris Agreement.

Future steps: enhancing emissions reporting and reduction

For the near future our ESRS E1 road map is clear and involves several key initiatives. We are dedicated to formulating a **comprehensive data strategy** to enhance the accuracy of our emissions calculations. We will also define and implement concrete steps and measures aimed at **reducing our emissions**, actively contributing to the transition towards a low-carbon economy. Furthermore, OMP plans to start reporting our emissions through the **Carbon Disclosure Project (CDP)**, which will not only improve our transparency but also allow us to benchmark our performance against other companies and best practices in our industry.

An aerial photograph of a lush green island with a winding river and sandy banks. The island is covered in dense, vibrant green vegetation. The river flows through the island, creating a meandering path. The water is a clear, light green color, and the sandy banks are visible along the river's edges. The overall scene is a beautiful representation of a sustainable and natural environment.

We are committed to adapting and enhancing our solutions to support our customers in their sustainability efforts. Our journey is ongoing, powered by a collective vision for a sustainable future.

4

The journey continues

2023 stands out as a pivotal period in OMP's sustainability journey. Last year marked a significant acceleration in our efforts towards a more sustainable future. It was a year characterized not only by a surge in employee-led sustainability initiatives but also by structural enhancements aimed at reducing OMP's environmental impact.

One of the cornerstones of 2023, however, was our endeavor to get OMP ready for the **Corporate Sustainability Reporting Directive (CSRD)**. This effort not only set us on the path to compliance but also deepened our understanding of the evolving sustainability landscape and the expectations that will be placed on our customers in the coming years.

Developing a carbon reduction strategy

In the coming months, our focus will be on leveraging the knowledge and momentum we have gained. We are committed to developing a comprehensive **carbon reduction strategy**, grounded in the insights from CO₂ analysis.

Enhancing stakeholder engagement

Integral to our approach will be the active involvement of both our **internal and external stakeholders**. Their engagement is crucial in shaping a sustainability strategy that is both inclusive and effective. We believe that by working collaboratively, we can create a plan that not only meets regulatory requirements but also resonates with our broader community of stakeholders.

Establishing a materiality matrix

Stakeholder engagement will play a crucial role in developing our initial materiality assessment into our first comprehensive **materiality matrix**. This matrix is set to become a cornerstone of our sustainability framework. It will serve as a strategic tool, not only identifying but also prioritizing the sustainability issues that are most significant to both our stakeholders and our business operations.

Creating OMP's sustainability road map

Most importantly the materiality matrix will directly inform the creation of OMP's detailed **sustainability road map**. This road map will outline specific goals, initiatives, and actions, setting a clear path for us to follow in the years to come. It will guide our strategies and decisions, ensuring that our sustainability efforts are both focused and effective.

This sustainability road map will be the foundation for OMP's **first sustainability report**. This report will not just be a reflection of our sustainability journey but also a testament to our commitment to transparency and accountability in our operations.

Understanding and addressing customer challenges

As we conclude this e-book and look towards the future, it's essential to acknowledge that our internal sustainability journey goes hand in hand with the challenges and aspirations of our customers. As we are navigating this path, we are also deepening our understanding of the obstacles our customers face in achieving their **sustainability goals**. This evolving insight has been instrumental in adding sustainability as an extra dimension in our planning applications and advisory offering. Ensuring **Unison Planning™ for Sustainability** not only meets but anticipates the needs of our customers, aiding them in making their operations resilient for the future. We are committed to adapting and enhancing our solutions to support our customers in their sustainability efforts. Our journey is ongoing, powered by a collective vision for a sustainable future. We extend an invitation for you to join us as we take these essential steps forward, creating a path that benefits not just our company but all our stakeholders and the wider community.



About OMP

OMP helps companies facing complex planning challenges to excel, grow and thrive by offering the best digitized supply chain planning solution on the market. Hundreds of customers in a wide range of industries — consumer goods, life sciences, chemicals, metals, paper and packaging — benefit from using OMP's unique Unison Planning™ concept. Acclaimed for more than a decade by Gartner for its vision and execution, OMP has been building strategic partnerships with its customers since 1985.

Respected for its commitment to achieving the very best outcomes for customers, the company invests in a sustained R&D effort to create its visionary road map for the future, in partnership with key stakeholders.



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Cologne - Mumbai - Paris -
Rotterdam - São Paulo - Shanghai

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