Optimum Group™
Labels & flexible packaging solutions



Optimum Group 2025 Sustainability Report

Practical progress in climate action, circular packaging, people and responsible governance.

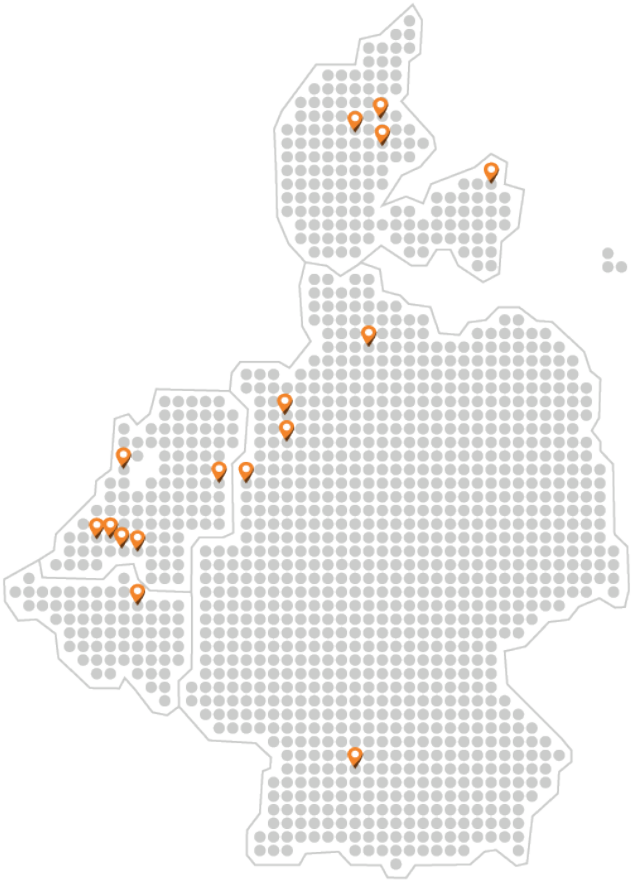
01.01.2025 - 31.12.2025

From Regulation to Real-World Impact

Sustainability is not a separate agenda at Optimum Group; it is part of how we create long-term value for our customers and strengthen our business. The transition towards more circular packaging requires more than ambition. It requires measurable targets, practical innovation and a clear understanding of increasingly complex legislation.
That is why we have deliberately built regulatory and sustainability expertise into our Group organisation. Specialists across Optimum Group closely follow developments such as PPWR and translate new requirements into practical guidance for our companies, our sales teams and ultimately our customers.

Combined with our science-based climate targets, our Optimum Green portfolio and solutions such as Greenliner, this enables us to connect regulation with technically feasible and commercially realistic packaging choices.
Our role is not simply to supply labels and flexible packaging, but to help customers navigate this transition with confidence. By combining specialist Group knowledge with the entrepreneurial strength and market expertise of our local companies, we can respond faster, share knowledge and create solutions that deliver measurable and lasting value.

- André Prophitius
CEO Optimum Group





Optimum Group 2025 Sustainability Report

About this Sustainability Report

This report is based on Optimum Group's VSME sustainability disclosures for the period 01.01.2025 – 31.12.2025. It presents practical progress across climate action, circular packaging, people and responsible governance.

"At Optimum Group, sustainability is increasingly embedded in how we grow, innovate and take responsibility across our operations, products and value chain."



Reporting entity:
Optimum Group B.V.

Framework:
VSME

Reported sites:
18

Countries:
Netherlands, Germany, Denmark, Belgium



The report covers Optimum Group B.V. and its subsidiaries on a consolidated basis.

Business overview

Business overview

Optimum Group is a leading international group of specialized printing companies.

€239.0M
Turnover

945
Employees

18
Sites

4
Countries



Our solutions. Your impact





2025 ESG KPI snapshot

A concise view of Optimum Group's main environmental, social and governance indicators for the reporting year.

20.934,17
MWh Total energy

58,7%
Renewable energy share

7.503,96
T Total waste

16
Recordable accidents

654
Male employees

291
Female employees

82,33%
Collective bargaining coverage



4.485
tCO²e
Scope 1+2

38.073,55
tCO²e
Scope 3

Energy mix
(MWh)

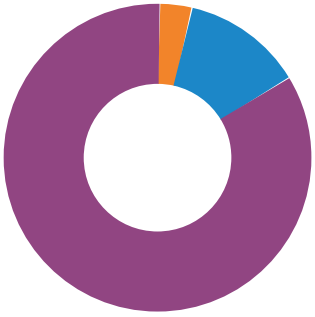
20.934,17
MWh
total energy



- Renewable energy
  12.298,26 MWh
  (58.7%)
- Non-renewable energy
  8.635,91 MWh
  (41,3%)

Emissions composition
(tCO²e)

42.558,55
tCO²e
total emissions



- Scope 1
  833,84 tCO²e (1.9%)
- Scope 2
  3.651,16 tCO²e (8.1%)
- Scope 3
  38.073,55 tCO²e (90%)

Social

People, safety, skills and responsible employment across Optimum Group operations.

Workforce

945
employees

838
permanent

107
temporary

Employees by country

Netherlands	519
Germany	188
Denmark	204
Belgium	34

Gender split

654
male

291
female

Health and safety

16	recordable accidents
0	fatalities from injuries
0	fatalities from ill health

Training

10 h
average annual training hours

Remuneration

Gender pay gap	13.33%
Average gross hourly pay	EUR 24 / 20.8
Minimum wage	at or above minimum
Collective bargaining	82.33%



Responsible value chain & human rights

Supplier expectations extend Optimum Group's social and governance principles beyond its own workforce.

Supplier base

~150	~20	~50
material suppliers Printing & packaging	**process suppliers** Chemical inputs	**service providers** Specialised services

Due diligence in practice

Supplier Code of Conduct	All suppliers sign the Supplier Code of Conduct.
ESG assessments	Suppliers are assessed against relevant ESG criteria.
Declarations	Compliance declarations support informed material decisions.

Human-rights coverage

- Child labour
- Forced labour
- Human trafficking
- Discrimination
- Accident prevention

2025 incident status

No confirmed severe negative human-rights incidents were reported in the disclosed value chain.



Environment

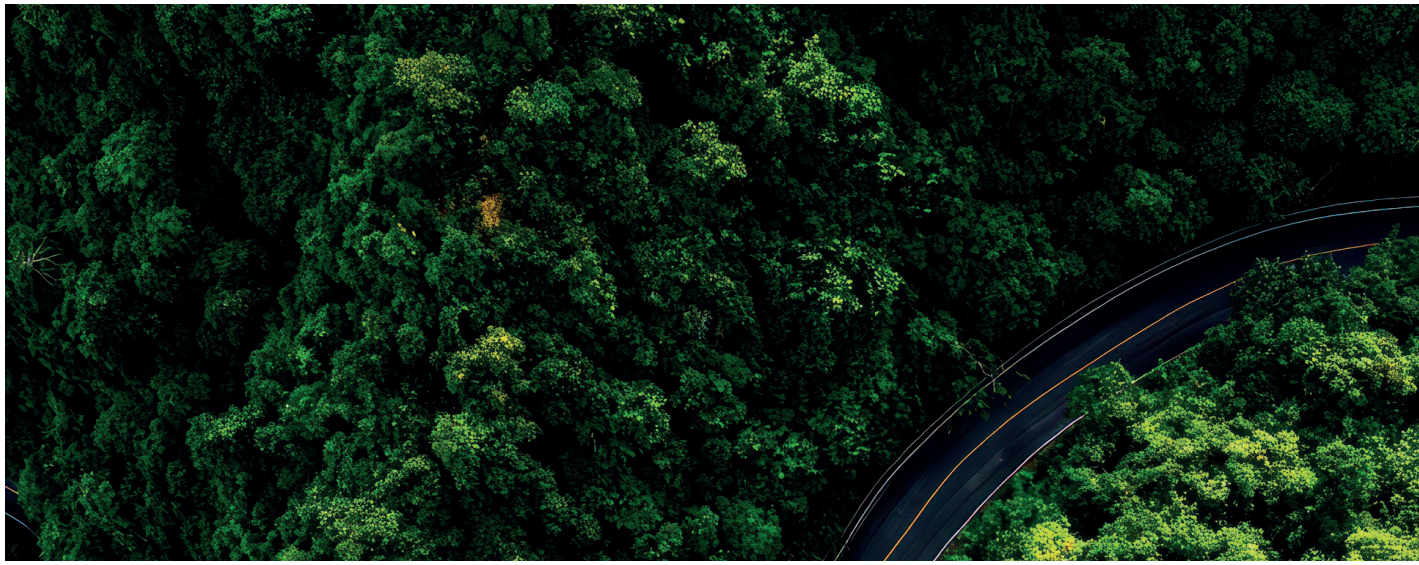
Advancing climate action, energy efficiency, circularity and resource-smart product design. Optimum Group continues to improve energy performance through renewable energy, reuse of process heat and lower-impact production technologies production technologies.

Decarbonisation levers

Materials	Thinner, recycled and lower-impact materials where technically appropriate.
Suppliers	Better emissions data, ESG assessments and shared improvement priorities.
Circular design	Recyclable constructions, wash-off options, linerless and mono-material choices.
Logistics	Transport efficiency and coordination across the multi-site network.

Climate resilience

The 2025 disclosure reports no identified climate-related hazards or transition events representing gross climate-related risks. Monitoring continues across operations, energy, suppliers and customer demand.



Responsible sourcing & biodiversity

Resource-smart materials and careful sourcing extend environmental responsibility beyond our factory gates.

Responsible sourcing

FSC®-certified
Responsible forest management choices where relevant.

Material reduction
Thinner labels and films use fewer resources.

Circular packaging
Design choices support recyclability and reuse.

0 sites
reported in biodiversity-sensitive areas.
Biodiversity is addressed through responsible sourcing, material reduction, circular design and careful management of operational impacts.



7,503.96 t	80.96 t	7,423 t	0 sites
Total waste	Hazardous waste	Non-hazardous waste	in high water-stress areas

Why it matters

Responsible waste management helps prevent environmental pollution, ensures compliance with applicable legislation and supports the efficient use of resources. Continuous monitoring of waste streams provides valuable insight into waste generation, enabling Optimum Group to identify reduction opportunities and drive continuous improvement.

Science-based targets validated by SBTi

In 2025, Optimum Group B.V.'s near-term science-based targets were officially validated by the Science Based Targets initiative (SBTi). This confirms that our targets meet the SBTi Criteria and Recommendations and are aligned with the latest climate science.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our validated targets support efforts to limit global warming to 1.5°C and contribute to the urgent and structural reduction of greenhouse gas emissions.

Our 2030 targets

Base year 2022

-75,4%
Scope 1+2
absolute GHG emissions reduction by 2030

-25%
Scope 3
absolute GHG emissions reduction by 2030

70,1%
Supplier scope 3 emissions
absolute GHG emissions reduction by 2030

From ambition to measurable action

SBTi validation provides an independently assessed framework for reducing emissions across both our own operations and our wider value chain. Our next focus is execution: reducing operational emissions, working with suppliers and systematically monitoring progress towards 2030.

Our pathway to 2030

2022
Baseline
Our starting point. We measured our emissions across our operations and value chain.

2026
SBTi validated
Our near-term science-based targets have been validated by the Science Based Targets initiative.

2030
Target
We will achieve our validated science-based targets and accelerate climate action.

Optimum Green

The six categories of sustainable impact

Renewable
Go beyond fossils by choosing label materials made from controlled, sustainable, and renewable sources.

Enabling recycling
Promote a circular economy by choosing labelling materials that support recyclability and enable recyclable packaging, or allow for reuse.

Recycled content
Reduce the pressure on the use of virgin raw materials by switching to labeling materials that contain recycled content.

Compostable
Prioritise sustainability by choosing label materials that support waste reduction and the use of controlled renewable resources to foster a circular economy.

Reduced usage
Lower your environmental impact and reduce the pressure on natural resources by using label materials that make optimal use of resources.

Linerless
Save resources by choosing linerless labels that minimise waste and reduce costs associated with waste disposal and landfill by eliminating the liner.

More Sustainable Materials and Products

Optimum Green is Optimum Group's portfolio of labels and flexible packaging solutions designed to support more responsible material choices. It brings together solutions across six improvement pathways: renewable materials, recycled content, reduced material use, enabling recycling, compostability and linerless technology.

For 2025, we set a target for at least 25% of the materials we use to qualify as Optimum Green materials. We achieved this target, demonstrating that more sustainable material choices are becoming an increasingly established part of our portfolio and operations.

The portfolio includes FSC-certified paper options, materials containing recycled content, thinner labels and films, wash-off constructions, compostable solutions and linerless labels that eliminate the need for a release liner. Depending on the application, these alternatives can help reduce the use of virgin raw materials, lower material consumption, prevent waste or improve the recyclability of the complete packaging.



Greenliner

What is Greenliner?

Greenliner offers a simple and sustainable way to recycle carrier material – also known as backing, release paper, or liner – without any additional cost to your company. Where this material would normally be disposed of as industrial waste, Greenliner provides a cost-saving alternative that significantly reduces your environmental impact.

As a customer of Optimum Group™, you can join the Greenliner programme. You will receive a partnership certificate, which you are free to use in your CSR communications and promotional activities – tangible proof of your commitment to sustainability.

Greenliner is the only independent liner-recycling solution of its kind: it is the only independent solution for liner recycling that is not tied to a specific label supplier. We recycle all carrier materials from the labels we supply and always advise you on the label materials that best suit your needs.



How does it work?

It's very simple: you receive Greenliner pallet boxes in which you collect the used carrier material. Once a box is full, we arrange collection and ensure proper processing. In this way, your waste stream becomes a valuable resource.
And the best part: every ton of recycled liner waste results in an estimated CO_2e reduction of 0.75 tonnes compared to landfill and 0.5 tonnes compared to incineration.

Circular solutions include Greenliner, thinner materials, linerless formats and materials that support recyclability.

PPWR

PPWR focus

Article 5	Substances of concern, supplier declarations and raw-material evaluation.
PFAS	Food-contact risk reviewed through supplier declarations and internal evaluation.
Heavy metals	No reason to expect Pb, Cd, Hg and CrVI combined above 100 mg/kg.
Article 6	Recyclability must be assessed for the complete packaging system.
Article 7	Recycled-content requirements phase in from 1 January 2030.

PackSense: From Insight to Practical Action

PackSense was established by Optimum Group and operates independently as a knowledge partner for packaging and sustainability. By combining regulatory knowledge with expertise in materials, recycling technology and packaging design, PackSense helps organisations translate complex requirements into practical and technically feasible improvements. This enables customers to assess existing packaging, identify risks and make well-founded choices that support circularity and regulatory readiness.

PPWR: Sharing Knowledge and Accelerating Circular Packaging

The EU Packaging and Packaging Waste Regulation (PPWR) generally applies from 12 August 2026, with further requirements being introduced in phases. The regulation covers the entire packaging life cycle and aims to reduce packaging waste, improve recyclability, increase the use of recycled materials and encourage reuse.

Optimum Group closely monitors these developments and translates them into product development, internal knowledge sharing and practical customer support. Through recurring PPWR Masterclasses at our locations, we bring customers and value-chain partners together to discuss regulatory developments, circular packaging design and technically feasible solutions. The interactive sessions combine expert knowledge with practical examples and insights from our production environment. Together with PackSense, these initiatives help customers prepare for upcoming requirements and move towards packaging solutions that combine functionality, regulatory readiness and a lower environmental impact.



Governance & compliance

Design, evidence and clear responsibilities are essential for future-proof packaging.

Roles & responsibilities

- Optimum Group provides technical and compliance information for labels and flexible packaging components and supports wash-off, material compatibility and recycled-content choices.
- The packaging producer retains responsibility for the final conformity assessment of the complete packaging placed on the market.
- Optimum Group supports the transition with component-level expertise. Claims about PPWR compliance must remain tied to the complete packaging and the applicable requirements.

Certified Standards and Independent Assessment

Recognised certifications and external assessments support Optimum Group in maintaining product safety, consistent quality, responsible sourcing and effective environmental management. Depending on their activities, production processes and customer markets, individual locations maintain certifications aligned with the risks and requirements relevant to their operations.

Key Frameworks within Optimum Group

BRCGS Packaging Materials
BRCGS supports the management of product safety, hygiene, quality and operational controls within packaging production. Certified locations are regularly audited against internationally recognised requirements.

ISO 9001 – Quality Management
ISO 9001 provides a structured framework for consistent processes, customer focus, risk-based management and continuous improvement.

ISO 14001 – Environmental Management
ISO 14001 helps certified locations identify and manage their environmental impacts, meet applicable obligations and systematically improve environmental performance.

FSC – Responsible Sourcing
FSC-certified material options support the responsible sourcing and traceability of paper-based materials. This enables customers to select materials originating from responsibly managed forests and verified supply chains.

FSSC 22000 – Food Safety Management
Where applicable, FSSC 22000 supports the systematic management of food-safety risks throughout production and is particularly relevant to packaging intended for food-related applications.

EcoVadis – Sustainability Assessment
EcoVadis provides an independent assessment of sustainability management across environment, labour and human rights, ethics and sustainable procurement. Its methodology helps identify strengths and opportunities for further improvement.

Scope and Transparency

Certification requirements and coverage vary by location and production activity. Optimum Group encourages the sharing of audit findings, knowledge and best practices across the organisation to strengthen quality, compliance and environmental performance. Current certificates, declarations and their applicable scope can be provided by the relevant Optimum Group location upon request.



Governance

Responsible governance and oversight

Compliance and product responsibility

Ethical business practices

Responsible supply chain management

Risk management and due diligence

Performance monitoring and continuous improvement

Responsible Governance and ESG Integration

Optimum Group integrates ESG into its governance structure, business strategy, and daily operations.

Management is responsible for overseeing sustainability performance, regulatory compliance, risk management, and ethical business conduct. Through clear policies, supplier due diligence, KPI monitoring, internal audits, stakeholder engagement, and continuous improvement initiatives, Optimum Group seeks to create long-term value while maintaining transparency, accountability, and responsible business practices.

Roadmap

2025

Foundation and Compliance

VSME reporting established
ESG KPI framework implemented
Sustainability policies formalised
SBTi targets submitted for validation

2026

Integration and Data Quality

SBTi targets validated
ESG governance structure implemented across all sites
Supplier due diligence programme expanded
Compliance programme further developed
KPI monitoring and ESG reporting standardised across the Group

2027

Performance Improvement

Decarbonisation Plan adopted
Scope 3 reduction initiatives implemented
ESG criteria embedded in procurement processes
Climate risk and resilience assessments completed
Strengthen monitoring of ESG KPIs and target achievement

2028

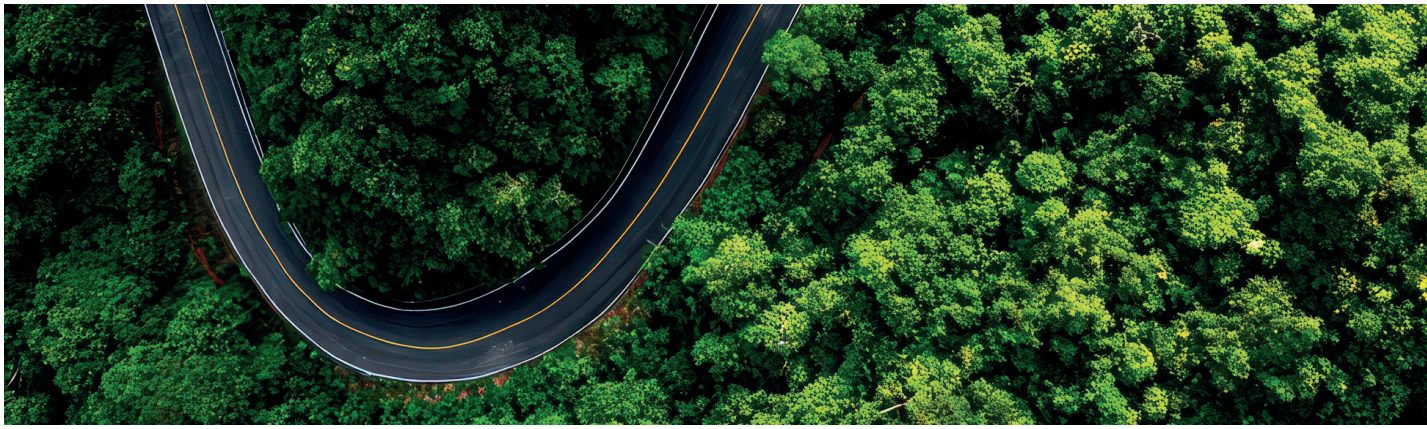
Value chain engagement

Increased renewable energy usage across sites
Further rollout of circular products
Enhanced supplier ESG engagement and performance monitoring
Collaborate with suppliers and customers to reduce value chain emissions
Continued reduction of operational emissions and waste

2029/ 2030

Strategic Objectives

Achievement of SBTi near-term targets
Full integration of ESG into strategic decision-making
Continued improvement in circularity, compliance and value-chain sustainability





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