

Diversity and Inclusion Policy – Optima Investments and Subsidiary Companies

The Optima Investments Group Diversity and Inclusion policy is a part of our overarching Corporate Responsibility governance and reflects part of our commitment to our ongoing social sustainability and our sustainability strategic plan.

At Optima Investments Group, we believe in a diverse and inclusive workplace where differences such as backgrounds, views, experience, capabilities, values, beliefs, physical differences, ethnicity, gender, age, sexual orientation, thinking styles, preferences and behaviours are all valued. These differences will allow us to drive innovation and deliver on our sustainability strategic plan in all three areas of social, economic, and environmental growth.

Our commitment to diversity and inclusion will be displayed in the following goals:

- Strengthening teams at all levels through having individuals of different backgrounds, views, experience, capabilities, values, beliefs, physical differences, ethnicity, gender, age, sexual orientation, thinking styles, preferences and behaviours working together.
- Removing any perceived or tangible barriers for people to become a part of the Optima Investments Group and to allow all people to be treated fairly, respectfully and with equality.
- Providing a work environment that is free from all forms of discrimination, harassment, and bullying.
- Providing flexible and inclusive working practices to better support and enhance the lives of our people and business outcomes.
- Providing education that raises employee's awareness of diversity and inclusion and the benefits of it.

Policy Approval Date - 30th June 2026

Policy Review Date - June 2027



David Bell
CEO
Optima Investment Group Ltd



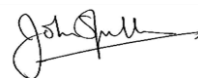
Peter Moore
General Manager
Visual Networks Ltd



Mark Charlesworth
General Manager
Evotek Technologies Ltd



Scott Olsen
General Manager
SiteCare Ltd



John Spillane
General Manager
Monitor NZ Ltd