

Addendum

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Addendum 1: Sustainability Indices

Table 1: ESRS index

List of disclosure requirements (DRs) and references

The table below outlines the material DRs that have informed the preparation of this sustainability statement. It serves as a guide to help locate information within the statement related to specific disclosure requirements.

BP-2; IRO 2

DR	Location of reference
General information	
BP-1; BP-2	General information: Basis for preparation of the Group Sustainability Statement
GOV-1; GOV-2; GOV-3	General information: Sustainability governance; Corporate governance: Board of Directors (BoD) ; Corporate governance: Executive Group Management (EGM)
GOV-4	General information: Statement of due diligence
GOV-5	General information: Risk management and controls over sustainability reporting
SBM-1; SBM-2; SBM-3	General information: Strategy, business model and value chain
IRO-1	General information: Materiality assessment
IRO-2	General information: Table 1 Presentation of the material IROs
Environment	
E1 Climate change	
ESRS 2 IRO-1	Climate change
E1-1	Climate change: Actions and resources
E1-2	Climate change: Policies
E1-3	Climate change: Table 3 Climate mitigation actions
E1-4	Climate change: Targets
E1-5	Climate change: Energy consumption and mix
E1-6	Climate change: GHG emissions
E1-7	Climate change: Actions and resources
E1-8	Climate change: Actions and resources
E2 Pollution	
ESRS 2 IRO-1; E2-1; E2-2; E2-3; E2-4; E2-6	General information: Basis for preparation of the Group Sustainability Statement
E5 Resource use and circular economy	
ESRS 2 IRO-1	Resource use and circular economy
E5-1	Resource use and circular economy: Policies
E5-2	Resource use and circular economy: Actions and resources
E5-3	Resource use and circular economy: Targets
E5-4	Resource use and circular economy: Resource inflow
E5-5	Resource use and circular economy: Waste
E5-6	Resource use and circular economy: Actions and resources
Social	
S1 Own workforce	
ESRS 2 IRO-1	Own workforce
S1-1; ESRS 2 SBM-3	Own workforce: Policies
S1-2	Own workforce: Engagement
S1-3	Own workforce: Methodologies and assumptions
S1-4	Own workforce: Actions and resources
S1-5	Own workforce: Targets
S1-6	Own workforce: Employee characteristics
S1-7	Own workforce: Non-employee characteristics
S1-9	Own workforce: Diversity
S1-11	Own workforce: Social protection
S1-13	Own workforce: Training and skill development
S1-14	Own workforce: Health and safety

Governance	
G1 Business conduct	
ESRS 2 GOV-1	General information: Sustainability governance ; Corporate governance ; Board of Directors ; Corporate governance: Executive Group Management
ESRS 2 IRO-1	Business conduct
G1-1	Business conduct: Policies
G1-3	Business conduct: Actions and resources
G1-4	Business conduct: Metrics

Table 2: Index Swiss Code of Obligations Art. 964 b

The table below shows the disclosures reported in accordance with the requirements of Art. 964b of the Swiss Code of Obligations (CO).

Topics	Disclosure	Location
General Requirements		
Business model	Description of the business model	General information: Basis for preparation of the Group Sustainability Statement Our fundamentals
	Policies adopted	Environment: Climate change Policies Environment: Resource use and circular economy Policies
	Measures taken to implement policies	Environment - Climate change: Actions and resources Environment - Resource use and circular economy: Actions and resources
	Risks related	General information: Materiality assessment
Environmental matters	Performance indicators	Environment - Climate change: Metrics Environment - Resource use and circular economy: Metrics
	Policies adopted	Social: Policies
	Measures taken to implement policies	Social: Actions and resources
Social issues	Risks related	General information: Materiality assessment
	Performance indicators	Social: Metrics
	Policies adopted	Social: Policies
	Measures taken to implement policies	Social: Actions and resources
Employee-related issues	Risks related	General information: Materiality assessment
	Performance indicators	Social: Metrics
	Policies adopted	Social: Policies
	Measures taken to implement policies	Social: Actions and resources
Respect for human rights	Risks related	General information: Materiality assessment
	Performance indicators	Social: Metrics
	Policies adopted	Governance: Policies
	Measures taken to implement policies	Governance: Actions and resources
Combating corruption	Risks related	General information: Materiality assessment
	Performance indicators	Governance: Metrics

Note: Applying Art. 964b of the CO, the topics listed below were identified as being material under the CO. Based on CO Art. 964b paragraph 1, HUBER+SUHNER considers all topics in scope for non-financial reporting that are material from an impact and financial perspective (see [materiality matrix](#)).

Table 3: Index Framework ‘Recommendations of the Task Force on Climate-related Financial Disclosures’

The table below presents the disclosures made in compliance with the Swiss Ordinance on Climate Disclosures. This ordinance mandates, under Article 964b of the Swiss Code of Obligations (CO), that organisations disclose climate-related risks in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (Article 3).

TCFD recommendation	Recommended disclosures	Location
Governance		
Disclose the organisation's governance around climate-related risks and opportunities.	a. Describe the Board's oversight of climate-related risks and opportunities.	General information: Sustainability governance
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	General information: Sustainability governance
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	Risk management General information: Materiality assessment
	b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	Risk management General information: Materiality assessment
	c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario.	Risk management Environment
Risk management		
Disclose how the organisation identifies, assesses and manages climate-related risks.	a. Describe the organisation's processes for identifying and assessing climate-related risks.	Risk management General information: Materiality assessment
	b. Describe the organisation's processes for managing climate-related risks.	Risk management General information: Materiality assessment
	c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	Risk management General information: Materiality assessment
Metrics and targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Risk management General information: Materiality assessment
	b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.	General information: Materiality assessment Environment
	c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	General information: Basis for preparation of the Group Sustainability Statement Environment

Addendum 2: Scope for limited assurance

Table 1: Disclosures included in limited assurance

Limited assurance on selected sustainability information was performed by Ernst & Young Ltd (EY). The table below summarizes the disclosure requirements included in the scope of the limited assurance engagement. The data points are aligned with the ESRS [implementation guidance](#) issued by EFRAG. Further details on the procedures performed and the conclusion of the engagement are provided in the independent assurance report ([Addendum 3](#)).

ID	Description	P.	ID	Description	P.
E1.IRO-1_01	Description of process in relation to impacts on climate change	121	E1-3_01	Decarbonisation lever type	123
E1-1_01	Disclosure of transition plan for climate change mitigation	122	E1-3_03	Achieved GHG emission reductions	123
E1-1_02	Explanation of how targets are compatible with limiting of global warming to 1.5° C in line with Paris Agreement	121	E1-3_04	Expected GHG emission reductions	123
E1-1_03	Disclosure of decarbonisation levers and key actions	123	E1-3_05	Explanation of extent to which ability to implement action depends on availability and allocation of resources	121-122
E1-1_04	Disclosure of significant operational expenditures (OpEx) and (or) capital expenditures (Capex) required for implementation of action plan	122	E1-4_01	Disclosure of whether and how GHG emissions reduction targets and (or) any other targets have been set to manage material climate-related impacts, risks and opportunities	121-122
E1-1_05	Financial resources allocated to action plan (OpEx) & Financial resources allocated to action plan (Capex) & Explanation of how transition plan is embedded in and aligned with overall business strategy and financial planning	125	E1-4_02	Tables: Multiple Dimensions (baseline year and targets; GHG Types, Scope 3 Categories, Decarbonisation levers, entity-specific denominators for intensity value)	121-124
E1-1_06	Financial resources allocated to action plan (Capex)	122	E1-4_05	Intensity value of total Greenhouse gas emissions reduction	121
E1-1_07	Explanation of potential locked-in GHG emissions from key assets and products and of how locked-in GHG emissions may jeopardise achievement of GHG emission reduction targets and drive transition risk	122	E1-4_06	Absolute value of Scope 1 Greenhouse gas emissions reduction	121
E1-1_13	Explanation of how transition plan is embedded in and aligned with overall business strategy and financial planning	122	E1-4_12	Absolute value of market-based Scope 2 Greenhouse gas emissions reduction	121
E1-1_14	Transition plan is approved by administrative, management and supervisory bodies	122	E1-4_15	Absolute value of Scope 3 Greenhouse gas emissions reduction	121
E1-1_15	Explanation of progress in implementing transition plan	122	E1-4_16	Percentage of Scope 3 Greenhouse gas emissions reduction (as of emissions of base year)	121
E1.MDR-P_01-06	Policies in place to manage its material impacts, risks and opportunities related to climate change mitigation and adaptation	121	E1-4_17	Intensity value of Scope 3 Greenhouse gas emissions reduction	121
E1-2_01	Sustainability matters addressed by policy for climate change	121	E1-4_18	Explanation of how consistency of GHG emission reduction targets with GHG inventory boundaries has been ensured	122
E1.MDR-T_01-13	Tracking effectiveness of policies and actions through targets	121	E1-4_20	Description of how it has been ensured that baseline value is representative in terms of activities covered and influences from external factors	122
E1.MDR-A_01-12	Actions and Resources related to climate change mitigation and adaptation	122	E1-4_22	GHG emission reduction target is science based and compatible with limiting global warming to 1.5° C	121

E1-4_23	Description of expected decarbonisation levers and their overall quantitative contributions to achieve GHG emission reduction target	121-123	E1-5_21	Disclosure of reconciliation to relevant line item or notes in financial statements of net revenue from activities in high climate impact sectors	124
E1-4_24	Diverse range of climate scenarios have been considered to detect relevant environmental, societal, technology, market and policy-related developments and determine decarbonisation levers	121-123	E1-6_01	Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope [table]	124
E1-5_01	Total energy consumption related to own operations	124	E1-6_02	Gross Scopes 1, 2, 3 and Total GHG emissions - financial and operational control [table]	124
E1-5_02	Total energy consumption from fossil sources	123	E1-6_03	Disaggregation of GHG emissions - by country, operating segments, economic activity, subsidiary, GHG category or source type	124
E1-5_03	Total energy consumption from nuclear sources	124	E1-6_04	Gross Scopes 1, 2, 3 and Total GHG emissions - Scope 3 GHG emissions (GHG Protocol) [table]	124
E1-5_04	Percentage of energy consumption from nuclear sources in total energy consumption	124	E1-6_06	Gross Scopes 1, 2, 3 and Total GHG emissions - total GHG emissions - value chain [table]	124
E1-5_05	Total energy consumption from renewable sources	124	E1-6_07	Gross Scope 1 greenhouse gas emissions	124
E1-5_06	Fuel consumption from renewable sources	124	E1-6_08	Percentage of Scope 1 GHG emissions from regulated emission trading schemes	124
E1-5_07	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	124	E1-6_09	Gross location-based Scope 2 greenhouse gas emissions	124
E1-5_08	Consumption of self-generated non-fuel renewable energy	124	E1-6_10	Gross market-based Scope 2 greenhouse gas emissions	124
E1-5_09	Percentage of renewable sources in total energy consumption	124	E1-6_11	Gross Scope 3 greenhouse gas emissions	124
E1-5_10	Fuel consumption from coal and coal products	123	E1-6_12	Total GHG emissions location based	124
E1-5_11	Fuel consumption from crude oil and petroleum products	123	E1-6_13	Total GHG emissions market based	124
E1-5_12	Fuel consumption from natural gas	123	E1-6_14	Disclosure of significant changes in definition of what constitutes reporting undertaking and its value chain and explanation of their effect on year-to-year comparability of reported GHG emissions	125
E1-5_14	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	123	E1-6_15	Disclosure of methodologies, significant assumptions and emissions factors used to calculate or measure GHG emissions	125
E1-5_15	Percentage of fossil sources in total energy consumption	124	E1-6_16	Disclosure of the effects of significant events and changes in circumstances (relevant to its GHG emissions) that occur between the reporting dates of the entities in its value chain and the date of the undertaking's general purpose financial statements	125
E1-5_18	Energy intensity from activities in high climate impact sectors (total energy consumption per net revenue)	124	E1-6_17	Biogenic emissions of CO2 from the combustion or biodegradation of biomass not included in Scope 1 GHG emissions	124
E1-5_19	Total energy consumption from activities in high climate impact sectors	124			
E1-5_20	High climate impact sectors used to determine energy intensity	124	E1-6_18	Percentage of contractual instruments, Scope 2 GHG emissions	122

E1-6_19	Disclosure of types of contractual instruments, Scope 2 GHG emissions	122	E1-8_05	Description of critical assumptions made to determine carbon price applied	122
E1-6_21	Percentage of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to Scope 2 GHG emissions	122	E1-8_09	Disclosure of whether and how carbon price used in internal carbon pricing scheme is consistent with carbon price used in financial statements	122
E1-6_23	Disclosure of types of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation or for unbundled energy attribute claims	122	S1-1_01	Policies to manage material impacts, risks and opportunities related to its own workforce Policies to manage material impacts, risks and opportunities related to own workforce, including for specific groups within workforce or all own workforce	129
E1-6_24	Biogenic emissions of CO2 from combustion or bio-degradation of biomass not included in Scope 2 GHG emissions	124	S1-1_03	Description of relevant human rights policy commitments relevant to own workforce	129
E1-6_25	Percentage of GHG Scope 3 calculated using primary data	125	S1-1_04	Disclosure of general approach in relation to respect for human rights including labour rights, of people in its own workforce	129
E1-6_26	Disclosure of why Scope 3 GHG emissions category has been excluded	124-125	S1-1_05	Disclosure of general approach in relation to engagement with people in its own workforce	131
E1-6_27	List of Scope 3 GHG emissions categories included in inventory	124	S1-1_06	Disclosure of general approach in relation to measures to provide and (or) enable remedy for human rights impacts	129
E1-6_29	Disclosure of reporting boundaries considered and calculation methods for estimating Scope 3 GHG emissions	125	S1-1_07	Disclosure of whether and how policies are aligned with relevant internationally recognised instruments	129
E1-6_30	GHG emissions intensity, location-based (total GHG emissions per net revenue)	124	S1-1_09	Workplace accident prevention policy or management system is in place	129
E1-6_31	GHG emissions intensity, market-based (total GHG emissions per net revenue)	124	S1-2_01	Disclosure of whether and how perspectives of own workforce inform decisions or activities aimed at managing actual and potential impacts	131
E1-6_32	Disclosure of reconciliation to financial statements of net revenue used for calculation of GHG emissions intensity	125	S1-2_02	Engagement occurs with own workforce or their representatives	131
E1-6_33	Net revenue	124	S1-2_03	Disclosure of stage at which engagement occurs, type of engagement and frequency of engagement	131
E1-6_34	Net revenue used to calculate GHG intensity	124-125	S1-2_04	Disclosure of function and most senior role within undertaking that has operational responsibility for ensuring that engagement happens and that results inform undertakings approach	131
E1-8_01	Carbon pricing scheme by type	122	S1-2_05	Disclosure of Global Framework Agreement or other agreements related to respect of human rights of workers	129
E1-8_02	Type of internal carbon pricing scheme	122	S1-2_06	Disclosure of how effectiveness of engagement with its own workforce is assessed	131
E1-8_03	Description of specific scope of application of carbon pricing scheme	122	S1-3_01	Disclosure of general approach to and processes for providing or contributing to remedy where undertaking has caused or contributed to a material negative impact on people in its own workforce	129-131
E1-8_04	Carbon price applied for each metric tonne of greenhouse gas emission	122	S1-3_02	Disclosure of specific channels in place for its own workforce to raise concerns or needs directly with undertaking and have them addressed & Disclosure of processes through which undertaking supports or requires availability of channels	129

S1-3_05	Grievance or complaints handling mechanisms related to employee matters exist	129	S1-6_05	Characteristics of undertaking's employees - information on employees by contract type and gender [table]	131
S1-3_07	Disclosure of how issues raised and addressed are tracked and monitored and how effectiveness of channels is ensured	129	S1-6_12	Percentage of employee turnover	131
S1-3_08	Disclosure of whether and how it is assessed that its own workforce is aware of and trust structures or processes as way to raise their concerns or needs and have them addressed	129	S1-6_13	Description of methodologies and assumptions used to compile data (employees)	133
S1-3_09	Policies regarding protection against retaliation for individuals that use channels to raise concerns or needs are in place	129	S1-6_14	Employees numbers are reported in head count or full-time equivalent	131
S1.MDR-A_01-12	Action plans and resources to manage its material impacts, risks, and opportunities related to its own workforce [see ESRS 2 - MDR-A]	130	S1-6_15	Employees numbers are reported at end of reporting period/average/other methodology	131
S1-4_03	Description of additional initiatives or actions with primary purpose of delivering positive impacts for own workforce	130	S1-6_17	Disclosure of cross-reference of information reported under paragraph 50 (a) [number of employees] to most representative number in financial statements	133
S1-4_04	Description of how effectiveness of actions and initiatives in delivering outcomes for own workforce is tracked and assessed	130	S1-7_01	Number of non-employees in own workforce	132
S1-4_09	Description of how effectiveness of actions and initiatives in delivering outcomes for own workforce is tracked and assessed	130	S1-7_02	Number of non-employees in own workforce - self-employed people	132
S1.MDR-T_01-13	Targets set to manage material impacts, risks and opportunities related to own workforce [see ESRS 2 - MDR-T]	129-130	S1-7_03	Number of non-employees in own workforce - people provided by undertakings primarily engaged in employment activities	132
S1-5_01	Disclosure of whether and how own workforce or workforce' representatives were engaged directly in setting targets	129-130	S1-7_06	Description of methodologies and assumptions used to compile data (nonemployees)	133
S1-5_02	Disclosure of whether and how own workforce or workforce' representatives were engaged directly in tracking performance against targets	129-130	S1-7_07	Non-employees numbers are reported in head count/full time equivalent	132
S1-5_03	Disclosure of whether and how own workforce or workforce' representatives were engaged directly in identifying lessons or improvements as result of undertakings performance	129-130	S1-7_08	Non-employees numbers are reported at end of reporting period/average/other methodology	132
S1-6_01	Characteristics of undertaking's employees - number of employees by gender [table]	131	S1-7_09	Disclosure of contextual information necessary to understand data (non-employee workers)	133
S1-6_04	Characteristics of undertaking's employees - number of employees in countries with 50 or more employees representing at least 10% of total number of employees [table]	131	S1-7_10	Description of basis of preparation of non-employees estimated number	133

S1-9_01	Gender distribution Number of employees (head count) at top management level	132	S1-11_09	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to employment injury and acquired disability	132
S1-9_02	Percentage of employees at top management level	132	S1-11_10	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to maternity leave	132
S1-9_03	Distribution of employees (head count) under 30 years old	132	S1-11_11	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to retirement	132
S1-9_04	Distribution of employees (head count) between 30 and 50 years old	132	S1-13_01	Training and skills development indicators gender [table]	132
S1-9_05	Distribution of employees (head count) over 50 years old	132	S1-13_02	Percentage of employees that participated in regular performance and career development reviews	132
S1-9_06	Disclosure of own definition of top management used	133	S1-13_03	Average number of training hours by gender [table]	132
S1-11_01	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to sickness	132	S1-13_04	Average number of training hours per person for employees	132
S1-11_02	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to unemployment starting from when own worker is working for undertaking	132	S1-14_01	People covered by Health and management systems	133
S1-11_03	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to employment injury and acquired disability	132	S1-14_02	Number of fatalities due to work-related injuries and work-related ill health (own workforce)	133
S1-11_04	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to parental leave	132	S1-14_03	Number of fatalities as result of work-related injuries and work-related ill health of other workers	133
S1-11_05	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to retirement	132	S1-14_04	Number of recordable work-related accidents (own workforce)	133
S1-11_06	Social protection employees by country by types of events and type of employees [including non-employees]	132	S1-14_05	Rate of recordable work-related accidents	133
S1-11_07	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to sickness	132	S1-14_06	Number of cases of recordable work-related ill health of employees	133
S1-11_08	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to unemployment starting from when own worker is working for undertaking	132	S1-14_07	Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees	133



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To the Management of
Huber+Suhner AG, Herisau

Basle, 4 March 2026

Independent assurance report on selected sustainability disclosures and indicators in the annual report

We have been engaged to perform assurance procedures to provide limited assurance on selected disclosures and indicators included in HUBER+SUHNER AG's (the Company's) Annual Report 2025 for the reporting period from 1 January 2025 to 31 December 2025 (the Report).

Our limited assurance engagement focused on selected disclosures and indicators (including GHG emissions) presented in the Addendum 2: Scope for limited assurance on page 142 and 146 of the Non-financial Report 2025 included in the Annual Report.

We did not perform assurance procedures on other information included in the Report, other than as described in the preceding paragraph, and accordingly, we do not express a conclusion on that information.

Applicable criteria

The Company defined as applicable criteria (the Applicable Criteria):

- European Sustainability Reporting Standards (Sector agnostic Set 1 ESRS) presented on the ESRS homepage.

Inherent limitations

The accuracy and completeness of selected disclosures and indicators (including GHG emissions) are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the non-financial matters indicators is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the emissions factors and the values needed to combine e.g. emissions of different gases. Our assurance report should therefore be read in connection with the Company's non-financial report, its definitions and procedures on non-financial matters reporting therein.

Responsibility of the Management

The Management is responsible for the selection of the Applicable Criteria and for the preparation and presentation, in all material respects, of the selected disclosures and indicators (including GHG emissions) in accordance with the Applicable Criteria. This responsibility includes the design, implementation, and maintenance of internal control relevant to the preparation of the selected disclosures and indicators that are free from material misstatement, whether due to fraud or error.

**Independence and quality management**

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies ISQM 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express a conclusion on the disclosures and indicators (including GHG emissions) based on the evidence we have obtained.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information (Revised). This standard requires that we plan and perform this engagement to obtain limited assurance about whether the disclosures, indicators and non-financial information (including GHG emissions) are free from material misstatement, whether due to fraud or error.

Summary of work performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The Greenhouse Gas (GHG) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.



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Our limited assurance procedures included, amongst others, the following work:

- Assessment of the suitability of the Applicable Criteria and their consistent application
- Interviews with relevant personnel to understand the business and reporting process, including the sustainability strategy, principles and management
- Interviews with the Company's key personnel to understand the non-financial reporting system during the reporting period, including the process for collecting, collating and reporting the disclosures and indicators
- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Applicable Criteria
- Analytical review procedures to support the reasonableness of the data
- Identifying and testing assumptions supporting calculations
- Testing, on a sample basis, underlying source information to check the accuracy of the data

We have not carried out any work on data other than outlined in the paragraph above. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected disclosures and indicators (including GHG emissions) in the Report of the Company have not been prepared, in all material respects, in accordance with the Applicable Criteria.

Ernst & Young Ltd

Mark Veser
Executive in charge

Kim Bischof
Manager