

THEME	METRIC	2023 PERFORMANCE	NOTES	REFERENCES
Greenhouse gas emissions	Scope 1 GHG Emissions	3,019 tCO2e	Includes emissions related to use of fuel in fleet vehicles and in heating our offices. Also includes emissions from F-gases and stationary diesel (from back-up generators) which form less than 5% of our total baseline emissions, and are excluded from our science-based target (SBT). Emissions within scope of our SBT, for both scope 1 and 2 combined, were 3,005 tCO2e in 2023. Please see pages 8 and 10 of our 2023 Sustainable Business Report - Net-Zero supplement for additional detail.	2023 Sustainable Business Report - Net-Zero supplement pg 8
	Scope 2 GHG Emissions	215 tCO2e	Includes emissions related to the use of district heating, electricity for offices and vehicles. Market-based emissions figures include the carbon benefits of purchasing supplier-sourced green and clean electricity and additional purchases of renewable electricity certificates (RECs). Additionally, the figure include emissions relating to electricity purchases which are outside of the scope of our SBT Emissions.	2023 Sustainable Business Report - Net-Zero supplement pg 8
	Scope 3 GHG Emissions	133,558 tCO2e	This figure uses market-based factors where available (including for categories 8 and 13). The figure includes both minimum boundary reporting (plus well-to-tank (WTT) emissions associated with the extraction and refining of aviation and other transport fuels used by our travel and logistics suppliers, as recommended by the Science Based Targets initiative(SBTi)), and optional reporting, as defined by the Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Only minimum boundary emissions are within scope of our SBT; these were 126,642 tCO2e in 2023. Please see pages 8 and 10 of our 2023 Sustainable Business Report - Net-Zero supplement.	2023 Sustainable Business Report - Net-Zero supplement pg 8
	Total GHG Emissions	136,792 tCO2e	Detailed disclosure around scope 3 emissions is included in the Scope 3 net zero supplement report, published in October 2024. This figure uses market-based factors and includes optional reporting items as well as minimum boundary reporting.	2023 Sustainable Business Report - Net-Zero supplement pg 8
	GHG intensity	GHG Emissions intensity for scope 1, 2 and 3 per €1m revenue	73.8 tCO2e/€1m revenue	Calculated from total emissions and revenue reported in 2023 Annual Progress Report pg 28
	Exposure to companies active in the fossil fuel sector	Active in fossil fuel sector? (Y/N)	N	
	Share of non-renewable energy consumption and production	% of non-renewable energy consumption & production (of total energy consumption)	39%	2023 Sustainable Business Report pg 46
	Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue	0.01 GWh/€1m revenue	2023 Sustainable Business Report pg 3 and 46
Social and employee matters	Undadjusted gender pay gap	Gender pay gap	Subject to the materiality assessment, we expect to report this information in future, following the requirements of the CSRD.	UK Gender Pay Gap Report 2023 pg 6
	Board gender diversity	% of female board members	33% women on management board	As of 1st January 2024: 50% Executive team at 46% women at November 2024. Sustainability report pg 45 Executive Team profile

REFERENCE LINKS

- [2023 Sustainable Business Report](#)
- [2022 Sustainable Business Report](#)
- [2023 Sustainable Business Report - net-zero supplement](#)
- [2023 Annual Progress Report](#)
- [UK Gender Pay Gap report 2023](#)
- [Executive team profile](#)