



Bodycote plc

2025 CDP Corporate Questionnaire 2025

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

GBP

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

Publicly traded organization

(1.3.3) Description of organization

Bodycote plc is the world's largest provider of heat treatment, metal joining, hot isostatic pressing and coatings services, operating from more than 150 facilities worldwide. The Group operates through two divisions: Precision Heat Treatment and Specialist Technologies. Through its Precision Heat Treatment division, the Group offers precisely controlled heating and cooling to achieve performance-critical metallurgical properties for customers' components, through processes such as atmospheric and vacuum heat treatment; nitriding and Corr-I-Dur®; and low pressure carburising (LPC). The Group's Specialist Technologies business comprises highly differentiated, lower carbon processes such as Hot Isostatic Pressing (HIP) services; Specialty Stainless Steel Processes (S³P); and Surface Technology (ceramic and metal coatings). As global leader in the thermal processing industry, we take responsibility for being at the forefront of decarbonisation and setting the standard for sustainability. Our ability to provide solutions for the sustainability challenges our customers are facing also gives us a clear competitive advantage, and is a key focus of our corporate strategy. In 2024 we developed a new, integrated sustainability strategy and announced three new environmental targets as part of its initial roll out: – By 2030, to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 46% versus 2019 levels. This is an increase from our initial SBTi approved target, which we have met six years early. – Enabling our customers of atmospheric processing services to avoid 125,000 tonnes of CO₂e cumulatively by 2030. Our avoided emissions quantification and target setting methodologies have been validated as being aligned to external best practice guidelines. – An increase in the proportion of our revenue which supports sustainable end-use markets and applications to at least 20% by 2035 (from a current level of approximately 7%). In addition we have set two new, voluntary Scope 3 emissions reduction goals as follows: – To reduce absolute Scope 3 GHG emissions from fuel and energy-related

activities by at least 45% by 2030 from a 2019 base year. – For 30% of suppliers of purchased goods and services (by emissions) to have science-based or other carbon reduction targets by 2030. These targets are designed to amplify our positive impact for customers and support the development of low-carbon industries, and, in parallel, drive performance within Bodycote in the areas that play the greatest role in enabling us to meet customers' expectations, and deliver operational and financial performance.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/30/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

5 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

5 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

1 year

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

757100000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

	Does your organization use this unique identifier?	Provide your unique identifier
ISIN code - equity	Select from: <input checked="" type="checkbox"/> Yes	GB00B3FLWH99

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

- China
- Italy
- Canada
- France
- Mexico
- Czechia
- Denmark
- Finland
- Germany
- Hungary
- United Kingdom of Great Britain and Northern Ireland
- Poland
- Sweden
- Turkey
- Austria
- Belgium
- Romania
- Slovakia
- Netherlands
- Liechtenstein
- United States of America

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain
- Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

In 2024, we completed a ‘double materiality’ assessment. Our materiality assessment involved undertaking a deep analysis of the impacts Bodycote has, or could have, on people and the environment (impact materiality), as well as risks and opportunities related to sustainability drivers (financial materiality). It was conducted in accordance with reporting standard ESRS 1, which provides guidance for materiality assessment. This framework supported our evaluation of key sustainability impacts, risks and opportunities to inform our strategy, business model and response to sustainability-related challenges. We engaged an expert third-party to support our work and ensure objectivity. Our materiality assessment process involved undertaking an extensive review of public reports and internal documentation, and engaging with internal and external stakeholders, including customers, shareholders, employees, and suppliers. We also incorporated proxy data to represent the environment as a ‘silent stakeholder’. The assessment was overseen by a governance committee comprising the Group’s Chief Executive Officer, Chief Financial Officer, Chief Sustainability Officer and Company Secretary, and undertaken by a working group representative from key corporate and operational functions. A key step of our materiality assessment involved undertaking value chain mapping, wherein the Group’s business model and value chain were mapped across its global operations to identify i) all sources of potential and actual impacts on people and/or environment; and, ii) where Bodycote relies on natural, human and social resources that could be subject to changes. The value chain map was employed to identify key stakeholder groups – those whose interests are, or could be, affected either positively or negatively by Bodycote, as well as users of sustainability statements. Interviews were then conducted with key stakeholder groups identified to qualify value chain information and ensure all relevant sustainability impacts, risks and opportunities had been captured for assessment. Sustainability impacts, risks and opportunities were then scored through a four-stage process. Priority issues identified through the assessment (those deemed material) have been integrated into our new sustainability strategy and associated short- and medium-term targets.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Value chain stages covered in mapping
	Select from: <input checked="" type="checkbox"/> Yes, we have mapped or are currently in the process of mapping plastics in our value chain	Select all that apply <input checked="" type="checkbox"/> Direct operations

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

2

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Short-term time horizon is used for identification of issues of immediate impact and influences mainly financial planning.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Medium-term time horizon is used for identification of issues of intermediate impact and influences both financial and strategic planning in terms of investments.

Long-term

(2.1.1) From (years)

6

(2.1.2) Is your long-term time horizon open ended?

Select from:

Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Long-term time horizon is used for identification of issues impacting business over extended periods of time and influences both financial planning in terms of investments and strategic planning in terms of business direction, R&D and new market segments exploration.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

- Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Dependencies
- Impacts
- Risks
- Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations

- Upstream value chain
- Downstream value chain

(2.2.2.4) Coverage

Select from:

- Full

(2.2.2.5) Supplier tiers covered

Select all that apply

- Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

- Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

(2.2.2.10) Integration of risk management process

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- Site-specific
- Local
- Sub-national
- National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- Other commercially/publicly available tools, please specify :WWF Biodiversity Risk Filter, WRI Aqueduct Water Risk Atlas 4.0

Enterprise Risk Management

- Risk models

International methodologies and standards

- Environmental Impact Assessment
- IPCC Climate Change Projections
- ISO 14001 Environmental Management Standard
- Life Cycle Assessment

Databases

- Nation-specific databases, tools, or standards
- Regional government databases
- Other databases, please specify :Ecoinvent, GREET, JRC-JRI, IEA, AIB, MODIS

Other

- Desk-based research
- External consultants
- Internal company methods
- Materiality assessment
- Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

- Cold wave/frost
- Flood (coastal, fluvial, pluvial, ground water)
- Heat waves
- Wildfires

Chronic physical

- Heat stress

Policy

- Carbon pricing mechanisms
- Changes to national legislation

Market

- Uncertainty in the market signals

Reputation

- Increased partner and stakeholder concern and partner and stakeholder negative feedback
- Stigmatization of sector

Technology

- Transition to lower emissions technology and products

Liability

- Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Employees
- Investors
- Regulators
- Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- Yes

(2.2.2.16) Further details of process

Bodycote regularly re-assesses climate-related risks and opportunities to inform strategy, financial planning, and investments. Senior professionals across the business support the assessment through dedicated workshops, with input from internal and external experts. Outputs from these assessments allow the Group to adapt, refine, and update risks, opportunities, and related mitigation or realisation measures. In 2024, our dedicated climate risk and opportunity assessment process this was supplemented by a broader assessment of environmental and social risks and opportunities through the completion of a double materiality assessment process. Our materiality assessment involved undertaking a deep analysis of the impacts Bodycote has, or could have, on people and the environment (impact materiality), as well as risks and opportunities related to sustainability drivers (financial materiality). It was conducted in accordance with reporting standard ESRS 1, which provides guidance for materiality assessment. This framework supported our evaluation of key sustainability impacts, risks and opportunities to inform our strategy, business model and response to sustainability-related challenges. Bodycote applies the same time horizons to climate risk and opportunity assessment as those used for its Principal Risks: short-term (0–2 years), medium-term (2–5 years), and long-term (over 5 years). While climate risks typically emerge over a longer timeframe, the Group uses these timeframes to integrate climate risk assessment into our overall strategy and risk evaluation. Climate-related impacts are assessed using a range of scenarios, including a 2°C or lower scenario as required under TCFD. These scenarios are modelled based on the latest IPCC assessment. The process for determining the potential impact of climate risks and opportunities, and their relative importance, includes both qualitative and quantitative evaluation by the Group's Sustainability and Finance functions. Members of the Risk and Sustainability Committee also contribute to assessments and corroborate outcomes. Insights from our climate scenario analysis inform the Group's climate transition planning and efforts to further integrate climate-related opportunities into commercial offerings and operations.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

Yes

(2.2.7.2) Description of how interconnections are assessed

Climate risks and opportunities are assessed alongside other business risks using the Group's overall risk management framework. Executive Directors and Senior Executives are assigned ownership of risk management as appropriate, with climate risk assigned to the Chief Sustainability Officer. The Executive Committee evaluates all Principal Risks and their mitigations twice a year. This ensures that climate-related risks and opportunities are incorporated into the Group's strategic and financial planning appropriately. An aggregated Principal Risks register, including climate risk, is maintained by the Head of Internal Audit and Risk at the Group level. Operational risk management is facilitated through Group policies, procedures, training, internal controls, reporting reviews, and approval processes, and overseen by Group Internal Audit and Risk, and the Audit Committee.

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

Areas important for biodiversity

Areas of importance for ecosystem service provision

Locations with substantive dependencies, impacts, risks, and/or opportunities

Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

We follow a two-step process to rank our operational sites and prioritise action. First, we assess each site's impact on ecosystem services – such as resource provision, natural regulation, and ecosystem support – that underpin long-term operational stability. Second, we evaluate whether sites are located in or near areas where ecosystem resilience and stability are under pressure, including regions of high biodiversity value and protected areas. We use the TNFD framework for general guidance of this assessment and utilize data and information from the WWF Biodiversity Risk Filter and the World Database of Protected Areas. By combining these factors, we rank sites according to the level of risk to surrounding environments, allowing us to focus our efforts where additional actions or mitigations will be most needed.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

Stranded assets

(2.4.3) Change to indicator

Select from:

Absolute increase

(2.4.5) Absolute increase/ decrease figure

10000000

(2.4.6) Metrics considered in definition

Select all that apply

Likelihood of effect occurring

(2.4.7) Application of definition

The management of risks and opportunities is then prioritised according to their potential impact. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy

Opportunities

(2.4.1) Type of definition

Select all that apply

Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

Likelihood of effect occurring

(2.4.7) Application of definition

The Group determines its substantive financial impact on an annual basis, taking into account the financial and/or reputational impact of a single or multiple events. If an issue or event becomes significantly important that it should be reported to stakeholders or that it could significantly impact our strategy, it is considered substantive.

Risks

(2.4.1) Type of definition

Select all that apply

Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

Revenue

(2.4.3) Change to indicator

Select from:

Absolute decrease

(2.4.5) Absolute increase/ decrease figure

10000000

(2.4.6) Metrics considered in definition

Select all that apply

Likelihood of effect occurring

(2.4.7) Application of definition

The management of risks and opportunities is then prioritised according to their potential impact. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy.

Risks

(2.4.1) Type of definition

Select all that apply

Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- Direct operating costs

(2.4.3) Change to indicator

Select from:

- Absolute increase

(2.4.5) Absolute increase/ decrease figure

10000000

(2.4.6) Metrics considered in definition

Select all that apply

- Likelihood of effect occurring

(2.4.7) Application of definition

The management of risks and opportunities is then prioritised according to their potential impact. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy.

Risks

(2.4.1) Type of definition

Select all that apply

- Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

- Likelihood of effect occurring

(2.4.7) Application of definition

The Group determines its substantive financial impact on an annual basis, taking into account the financial and/or reputational impact of a single or multiple events. If an issue or event becomes significantly important that it should be reported to stakeholders or that it could significantly impact our strategy, it is considered substantive.

Opportunities

(2.4.1) Type of definition

Select all that apply

Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

Revenue

(2.4.3) Change to indicator

Select from:

Absolute increase

(2.4.5) Absolute increase/ decrease figure

10000000

(2.4.6) Metrics considered in definition

Select all that apply

Likelihood of effect occurring

(2.4.7) Application of definition

The management of risks and opportunities is then prioritised according to their potential impact. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

Flooding (coastal, fluvial, pluvial, groundwater)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Poland |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Turkey |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Czechia | <input checked="" type="checkbox"/> Romania |
| <input checked="" type="checkbox"/> Denmark | <input checked="" type="checkbox"/> Slovakia |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Germany | <input checked="" type="checkbox"/> Liechtenstein |
| <input checked="" type="checkbox"/> Hungary | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

Risk of disruption to the Group's operations and value chain as a result of coastal and riverine flooding, with impacts on the Group's employees, property and equipment and surrounding public infrastructure.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

Likely

(3.1.1.14) Magnitude

Select from:

Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Based on the future climate scenario selected, the potential financial impact has been assessed to be negligible.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

0

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1000000

(3.1.1.25) Explanation of financial effect figure

The potential financial impact has been estimated using the potential impact on both the Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating location

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

- Increase environment-related capital expenditure

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The potential impact of operational disruption and cost of relocation if necessary has been assessed as negligible.

(3.1.1.29) Description of response

Implementation of additional measures in at-risk sites (e.g. safety, business continuity, landscaping); Investment in increased automation in our operations; as well as monitoring risk using climate science and models.

Climate change

(3.1.1.1) Risk identifier

Select from:

- Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Policy

- Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Poland |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Turkey |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Czechia | <input checked="" type="checkbox"/> Romania |
| <input checked="" type="checkbox"/> Denmark | <input checked="" type="checkbox"/> Slovakia |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Germany | <input checked="" type="checkbox"/> Liechtenstein |
| <input checked="" type="checkbox"/> Hungary | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

A failure to reduce energy usage and new carbon taxes could increase operating costs. New regulation or pressure to reduce carbon emissions could accelerate the need to retrofit or replace technology, requiring additional capital investment.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

Likely

(3.1.1.14) Magnitude

Select from:

Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Depending on the future climate scenario selected, the potential financial impact has been estimated to potentially be moderate (5m-20m) or severe (20m). The risks identified here are based on the outcome of our TCFD scenario analysis, conservatively disclosing all potential risks as per our 2024 Annual Report. The potential impact quantification has been undertaken by estimating risks' potential impact on both the Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating locations. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy. The Group's approach to climate risk and opportunity quantification is likely to evolve going forward. The full scenario analysis methodology is published in our 2024 Annual Report

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

5000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

20000000

(3.1.1.25) Explanation of financial effect figure

Future costs of carbon applied to Groupwide Scope 1 and Scope 2 emissions using IPCC estimates for prices per tonne of carbon under different scenarios. (Tonnes CO₂e x projected cost per tonne.).

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

- Increase environment-related capital expenditure

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Carbon cost inflation recovery through pricing; – alignment to SBTi emission reduction pathways; – continuous reduction in absolute energy consumption, decreasing carbon emissions; – land investment in increased automation in our operations.

(3.1.1.29) Description of response

-Carbon cost inflation recovery through pricing – Alignment to SBTi emission reduction pathways – Continuous reduction in absolute energy consumption, decreasing carbon emissions – Investment in increased automation in our operations

Climate change

(3.1.1.1) Risk identifier

Select from:

- Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

- Stigmatization of sector

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- China
- Italy
- Canada
- France
- Mexico
- Czechia
- Denmark
- Finland
- Germany
- Hungary
- United Kingdom of Great Britain and Northern Ireland
- Poland
- Sweden
- Turkey
- Austria
- Belgium
- Romania
- Slovakia
- Netherlands
- Liechtenstein
- United States of America

(3.1.1.9) Organization-specific description of risk

Ability to attract customers, employees and investors who want to work with and for companies that are taking action on climate issues and minimising their exposure to risk. This could impact talent attraction, new business development, investor sentiment and access to or cost of debt.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

More likely than not

(3.1.1.14) Magnitude

Select from:

Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The potential financial impact has not yet been estimated. The risks identified here are based on the outcome of our TCFD scenario analysis, conservatively disclosing all potential risks as per our 2024 Annual Report. The potential impact quantification has been undertaken by estimating risks' potential impact on both the Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating locations. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy. The Group's approach to climate risk and opportunity quantification is likely to evolve going forward. The full scenario analysis methodology is published in our 2024 Annual Report

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

No

(3.1.1.26) Primary response to risk

Engagement

Engage in multi-stakeholder initiatives

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The cost of response to the risk has not been calculated

(3.1.1.29) Description of response

Ongoing tracking of stakeholders' expectations through direct engagement, best practice benchmarks and research. Clear communications about Bodycote's climate action, alignment to international standards and its commercial offerings for carbon reduction.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Market

Uncertainty in market signals

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

China

Italy

Canada

France

Mexico

Czechia

Denmark

Finland

Poland

Sweden

Turkey

Austria

Belgium

Romania

Slovakia

Netherlands

- Germany
- Hungary
- United Kingdom of Great Britain and Northern Ireland

- Liechtenstein
- United States of America

(3.1.1.9) Organization-specific description of risk

Increased demand for electricity globally could result in an increased likelihood and occurrence of power outages, potentially resulting in unplanned downtime. In Scenario 2, high demand for electricity could impact energy security; in Scenario 3 there could also be an increase in electricity demand and cost due to additional cooling requirements.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- About as likely as not

(3.1.1.14) Magnitude

Select from:

- Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The potential financial impact has not yet been estimated. The risks identified here are based on the outcome of our TCFD scenario analysis, conservatively disclosing all potential risks as per our 2024 Annual Report. The potential impact quantification has been undertaken by estimating risks' potential impact on both the

Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating locations. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy. The Group's approach to climate risk and opportunity quantification is likely to evolve going forward. The full scenario analysis methodology is published in our 2024 Annual Report

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

Other infrastructure, technology and spending, please specify :Implementation of measures to reduce reliance on grid electricity (e.g. solar panels)

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Mitigation measures expected to self fund through energy efficiency, renewable energy strategies and electrification of furnaces.

(3.1.1.29) Description of response

– Reduction in energy consumption through energy saving and energy efficiency measures – Operation during off peak hours with lower energy prices – Implementation of measures to reduce reliance on grid electricity (e.g. solar panels)

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk5

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

- Heat stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Poland |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Turkey |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Czechia | <input checked="" type="checkbox"/> Romania |
| <input checked="" type="checkbox"/> Denmark | <input checked="" type="checkbox"/> Slovakia |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Germany | <input checked="" type="checkbox"/> Liechtenstein |
| <input checked="" type="checkbox"/> Hungary | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

Risk of increased frequency and intensity of heatwaves, impacting employees, facilities and equipment, affecting costs (for example, equipment maintenance) and productivity.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

Likely

(3.1.1.14) Magnitude

Select from:

Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Based on the future climate scenario selected, the potential financial impact has been estimated to be low (1m-5m) The risks identified here are based on the outcome of our TCFD scenario analysis, conservatively disclosing all potential risks as per our 2024 Annual Report. The potential impact quantification has been undertaken by estimating risks' potential impact on both the Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating locations. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy. The Group's approach to climate risk and opportunity quantification is likely to evolve going forward. The full scenario analysis methodology is published in our 2024 Annual Report.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

(3.1.1.25) Explanation of financial effect figure

The potential financial impact has been estimated by using potential cost of mitigation of extreme heat in sites at risk of frequent and severe heat waves (installation and operation of cooling systems) and probability of potential production losses.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

Other infrastructure, technology and spending, please specify :Investment in additional insulation and cooling measures for temperature control in at-risk sites. Investment in increased automation in our operations.

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The cost calculation has not been calculated.

(3.1.1.29) Description of response

– Investment in additional insulation and cooling measures for temperature control in at-risk sites – Investment in increased automation in our operations

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk6

(3.1.1.3) Risk types and primary environmental risk driver

Policy

- Changes to national legislation

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Poland |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Turkey |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Czechia | <input checked="" type="checkbox"/> Romania |
| <input checked="" type="checkbox"/> Denmark | <input checked="" type="checkbox"/> Slovakia |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Germany | <input checked="" type="checkbox"/> Liechtenstein |
| <input checked="" type="checkbox"/> Hungary | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

Increased regulation of GHG emissions could be disruptive for the Group and its customers, leading to business disruption, increased costs or taxes, and penalties or litigation in the event of non-compliance. It could also accelerate the requirement to invest in lower GHG emissions technologies.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

Likely

(3.1.1.14) Magnitude

Select from:

Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Based on the future climate scenario selected, the potential financial impact has been estimated to potentially be low, (£1m-£5m). The risks identified here are based on the outcome of our TCFD scenario analysis, conservatively disclosing all potential risks as per our 2024 Annual Report. The potential impact quantification has been undertaken by estimating risks' potential impact on both the Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating locations. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy. The Group's approach to climate risk and opportunity quantification is likely to evolve going forward. The full scenario analysis methodology is published in our 2024 Annual Report

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

(3.1.1.25) Explanation of financial effect figure

The potential financial impact has been calculated by estimating their potential impact on both the Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating location.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

Other infrastructure, technology and spending, please specify :Continued deployment of lower emissions specialist technologies (LPC furnaces). Energy reduction and decarbonisation measures. Monitoring of regulatory landscape to ensure timely action and compliance.

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The cost calculation has not been calculated.

(3.1.1.29) Description of response

- Continued deployment of lower emissions processes (e.g., vacuum, LPC) – Energy reduction and decarbonisation measures – Monitoring of regulatory landscape to ensure timely action and compliance

Climate change**(3.1.1.1) Risk identifier**

Select from:

Risk7

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

- Wildfires

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Poland |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Turkey |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Czechia | <input checked="" type="checkbox"/> Romania |
| <input checked="" type="checkbox"/> Denmark | <input checked="" type="checkbox"/> Slovakia |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Germany | <input checked="" type="checkbox"/> Liechtenstein |
| <input checked="" type="checkbox"/> Hungary | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

Risk of disruption to the Group's operations and value chain as a result of wildfires, with impacts on the Group's employees, property and equipment and surrounding public infrastructure.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

More likely than not

(3.1.1.14) Magnitude

Select from:

Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Based on the future climate scenario selected, the potential financial impact has been estimated to potentially be negligible, <£1m. The risks identified here are based on the outcome of our TCFD scenario analysis, conservatively disclosing all potential risks as per our 2024 Annual Report. The potential impact quantification has been undertaken by estimating risks' potential impact on both the Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating locations. Risks and opportunities are considered to be material when they become sufficiently important they could significantly impact our strategy. The Group's approach to climate risk and opportunity quantification is likely to evolve going forward. The full scenario analysis methodology is published in our 2024 Annual Report

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

0

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

(3.1.1.25) Explanation of financial effect figure

The potential financial impact has been estimated by calculating their potential impact on both the Group's annual incremental capital outlay and operating expenditure, as well as potential annual impacts to revenue in at-risk operating location.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

Increase environment-related capital expenditure

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The cost calculation has not been calculated.

(3.1.1.29) Description of response

*-Implementation of additional mitigation measures in higher risk sites (e.g. safety, maintenance, business continuity and shift planning, landscaping etc) – Automation and remote technologies for continuous operations during disruption – Regular assessment of climate science and scenarios to monitor risk exposure
[Add row]*

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change**(3.1.2.1) Financial metric**

Select from:

CAPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

500000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

81-90%

(3.1.2.6) Amount of CAPEX in the reporting year deployed towards risks related to this environmental issue

0

(3.1.2.7) Explanation of financial figures

Fewer than 10% of sites are currently assessed as being at high risk of wildfires and flooding under all three scenarios. The potential impact of operational disruption and cost of relocation if necessary has been assessed as negligible. This figure is the midpoint of the "Negligible" range (0-1m) of our quantitative impact assessment of our TCFD analysis, outlined in our 2024 Annual Report.

Climate change

(3.1.2.1) Financial metric

Select from:

OPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

15000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

100%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

Less than 1%

(3.1.2.7) Explanation of financial figures

Future costs of carbon applied to groupwide Scope 1 and Scope 2 emissions using IPCC estimates for prices per tonne of carbon under different scenarios. (Tonnes CO₂e x projected cost per tonne. This figure is the midpoint of the "Significant" range (10m-20m) of our quantitative impact assessment of our TCFD analysis, outlined in our 2024 Annual report. An increased cost of carbon would be recovered through pricing; at the same time, the Group's initiatives to reduce energy consumption – as well as increase automation – in its operations would reduce its risk exposure in the event of an increased cost of carbon. Low-carbon processing technology also provides resilience in reducing energy consumption, as well as supporting the Group's growth objectives.

[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

Development of new products or services through R&D and innovation

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Poland |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Turkey |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Czechia | <input checked="" type="checkbox"/> Romania |
| <input checked="" type="checkbox"/> Denmark | <input checked="" type="checkbox"/> Slovakia |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Germany | <input checked="" type="checkbox"/> Switzerland |
| <input checked="" type="checkbox"/> Hungary | <input checked="" type="checkbox"/> Liechtenstein |
| <input checked="" type="checkbox"/> United States of America | |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.6.1.8) Organization specific description

Offering processing and Specialist Technologies services that have a lower carbon footprint for competitive advantage: allowing the Group to meet new requirements from customers and regulations and positioning Bodycote's services as higher value (with a premium).

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We expect growth in both our Specialist Technologies divisions and new carbon heat treatment processes such as LPC to grow our total Group revenue and our Group profit margin. These impacts have been quantified in our recently published sustainability targets and our announcements in 2024 to the Capital markets. Sustainability is an important contributor to the anticipated mid-term impact from these changes, which include a mid-single digit (4-6%) growth in revenue per annum; a growth in high-margin Specialist technologies from 30% in 2024 to 35-40% in 2028; and an increase of operating margin from 17% in 2024 to over 20% in 2028.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

94.96

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

140.97

(3.6.1.23) Explanation of financial effect figures

Sustainability is an important contributor to the anticipated mid-term impact from these changes, which include a mid-single digit (4-6%) growth in revenue per annum and a growth in high-margin Specialist technologies from 30% in 2024 to 35-40% in 2028. The provided financial figure is a difference between anticipated future revenues and revenues in 2024.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Bodycote is able to realise this opportunity via current facilities and technologies. No significant effort or investment is expected to be required.

(3.6.1.26) Strategy to realize opportunity

The Group's low carbon processing services present opportunities for higher revenues and increased margins. Realisation measures include monitoring customers' climate plans and their expectations of suppliers. Increased revenues would offset capital investment for additional capacity

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

Other markets opportunity, please specify :New volumes for Bodycote related to low carbon transition

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

China

Poland

- Italy
- Canada
- France
- Mexico
- Czechia
- Denmark
- Finland
- Germany
- Hungary
- United States of America
- United Kingdom of Great Britain and Northern Ireland

- Sweden
- Turkey
- Austria
- Belgium
- Romania
- Slovakia
- Netherlands
- Switzerland
- Liechtenstein

(3.6.1.8) Organization specific description

Revenue uplift related to increased business from heat treatment services from sectors that support the transition to a lower carbon world (e.g. ICE to EVs). These sectors become a more significant revenue stream for Bodycote as a result of higher and new demand for services.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We are focused on developing and executing our strategy to capture sustainability-related growth opportunities and we are targeting an increase in the share of revenue that supports sustainable end-use markets to at least 20% by 2035 (from 7% in 2023).

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Bodycote is able to realise this opportunity via current facilities and technologies. No significant effort or investment is expected to be required.

(3.6.1.26) Strategy to realize opportunity

Bodycote is able to realise this opportunity via current facilities and technologies. The Group's global heat treatment capacity allows us to quickly adapt to customers' requirements. No significant effort or investment is expected to be required to diversify our customer base due to Bodycote having flexibility to serve both existing and new industries

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

- Use of public sector incentives

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Poland |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Turkey |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Czechia | <input checked="" type="checkbox"/> Romania |
| <input checked="" type="checkbox"/> Denmark | <input checked="" type="checkbox"/> Slovakia |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Germany | <input checked="" type="checkbox"/> Switzerland |
| <input checked="" type="checkbox"/> Hungary | <input checked="" type="checkbox"/> Liechtenstein |
| <input checked="" type="checkbox"/> United States of America | |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.6.1.8) Organization specific description

Positive impact of Government and other incentives, including revenue uplift as a result of increased customer demand for services that benefit from energy tax exemptions due to emissions avoidance, incentives for the faster adoption of lower carbon technologies, and incentives and revenue uplift from the adoption of low emissions thermal processing services.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term
- Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

- Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We do not have the financial impact figure.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

- No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Bodycote is able to realise this opportunity via current facilities and technologies. No significant effort or investment is expected to be required.

(3.6.1.26) Strategy to realize opportunity

Realisation measures include continued installation of low carbon technologies across the Group.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp4

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

Other markets opportunity, please specify :Increased outsourcing by customers to reach GHG targets

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

China

Italy

Canada

France

Mexico

Poland

Sweden

Turkey

Austria

Belgium

- Czechia
- Denmark
- Finland
- Germany
- Hungary
- United States of America
- United Kingdom of Great Britain and Northern Ireland

- Romania
- Slovakia
- Netherlands
- Switzerland
- Liechtenstein

(3.6.1.8) Organization specific description

Increased revenues resulting from increased outsourcing by customers to Bodycote to i) reduce their own Scope 1 and 2 emissions and decrease exposure to carbon taxes, etc.; and ii) enable emissions avoidance (Scope 4) – as emissions per part processed by Bodycote can be up to 60% lower through efficiency, furnace utilisation and investment in energy efficiency.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

- Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We do not have the financial impact figure.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Bodycote is able to realise this opportunity via current facilities and technologies. No significant effort or investment is expected to be required.

(3.6.1.26) Strategy to realize opportunity

The Group has opportunities to support customers in achieving their emissions targets across all its sectors and markets, leading to increased revenues. Cost reductions may also be achieved within the Group's operations as a result of higher efficiencies and furnace fill rates/utilisation. Current operations are already geared towards the realisation of this opportunity and support GHG emissions reduction and avoidance

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

Executive directors or equivalent

Non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The policy sets out the Group's commitment to ensuring that the Bodycote Board has a membership that reflects the diversity of the business and encourages the inclusion of members with the expertise and experience to guide the business and strategy, for the benefit of all of its stakeholders.

(4.1.6) Attach the policy (optional)

Board-Diversity-Inclusion-policy-Issue-1-September-2024a (1).pdf

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Chief Executive Officer (CEO)
- Chief Sustainability Officer (CSO)

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Reviewing and guiding annual budgets
- Overseeing and guiding scenario analysis
- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets
- Approving corporate policies and/or commitments
- Overseeing and guiding public policy engagement
- Approving and/or overseeing employee incentives
- Overseeing and guiding the development of a business strategy
- Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The Chief Executive Officer has practical experience in the development and implementation of energy and carbon reduction projects. He was involved in developing electrical grid integrity and supporting the installation and maintenance of renewable energy systems in his previous role at Megger.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- Consulting regularly with an internal, permanent, subject-expert working group
- Engaging regularly with external stakeholders and experts on environmental issues
- Integrating knowledge of environmental issues into board nominating process
- Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- Executive-level experience in a role focused on environmental issues
- Management-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing engagement in landscapes and/or jurisdictions
- Managing public policy engagement related to environmental issues

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Measuring progress towards environmental science-based targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a business strategy which considers environmental issues
- Developing a climate transition plan

(4.3.1.4) Reporting line

Select from:

Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

More frequently than quarterly

(4.3.1.6) Please explain

The Chief Executive regularly reports progress against climate strategy and related commitments to the Board. The 2024 Board agenda included review and consideration of the Group's climate change risks and opportunities, progress on the Group's SBTi near-term carbon reduction targets and setting of new more ambitious targets, and deep dives into environmental strategies to define directional focus for the Group's strategy, to not only achieve our SBTi carbon emissions reduction target, but also to work with our customers to continue to develop strategies, formulate additional initiatives and collectively reduce our carbon emissions together. The Board reviews the risk review process annually. The Board is updated on all risks, climate change included, by the CEO.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

(4.5.3) Please explain

Bodycote recognises the benefit of incorporating ESG measures in executive compensation. Non-financial KPIs, such as those relating to carbon reduction, have been incorporated in Executive Directors' remuneration plans for several years. The annual bonus for 2024 was split 65% in respect of adjusted operating profit, 10% in respect of adjusted operating cash flow, 5% for ESG metrics (which were based on year-on-year reduction of absolute energy consumption (kWh)) and 20% on personal strategic objectives. Under the ESG element of the bonus scheme, Executives and senior leaders were incentivised to achieve an absolute reduction in energy consumption. This focus on energy efficiency drove a reduction of 8.4% year-on-year in absolute energy consumption (2024 compared with 2023), delivering both environmental and financial benefits. The stretch target for the ESG metric was achieved and this element of the bonus therefore paid out at the maximum level, at 100% of the opportunity.

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

Corporate executive team

(4.5.1.2) Incentives

Select all that apply

Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

Progress towards environmental targets

Resource use and efficiency

Reduction in total energy consumption

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Bodycote recognises the benefit of incorporating ESG metrics in executive compensation to incentivise achievement of environmental commitments. Climate-related objectives have been linked to executive directors' remuneration for several years. ESG metrics were included in the annual bonus scheme in 2024, accounting for 5% of the award. From 2025 the ESG metric will be included in the Group's long-term incentive scheme instead, representing 20% of the potential award.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In 2024, the annual bonus scheme for Executive Directors, Senior Executives and the wider leadership population included an ESG metric, with colleagues incentivised to achieve an absolute reduction in energy consumption (a year-on-year absolute reduction in kWh energy use). This focus on energy efficiency drove a reduction of 8.4% in energy consumption in 2024 compared with 2023, delivering both environmental and financial benefits. Energy intensity (kWh/£m revenue) reduced by 9.3% year-on-year. As set out above, in 2025, the long-term incentive plan has been amended to incorporate a metric aligned to the Group's new carbon emissions reduction target. The Group is targeting to achieve a 46% reduction in greenhouse gas emissions by 2030, compared to 2019. This target has been validated by the SBTi. A 20% weighting has been allocated to the greenhouse gas emissions reduction performance metric in the long-term incentive plan. This weighting provides a meaningful level of incentive to Executive Directors to deliver Bodycote's sustainability ambitions.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- Corporate executive team

(4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

(4.5.1.3) Performance metrics

Emission reduction

- Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

Bodycote recognises the benefit of incorporating ESG metrics in executive compensation to incentivise achievement of environmental commitments. Climate-related objectives have been linked to executive directors' remuneration for several years. ESG metrics were included in the annual bonus scheme in 2024, accounting for 5% of the award. From 2025 the ESG metric will be included in the Group's long-term incentive scheme instead, representing 20% of the potential award

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In 2025, the long-term incentive plan has been amended to incorporate a metric aligned to the Group's new carbon emissions reduction target. The Group is targeting to achieve a 46% reduction in greenhouse gas emissions by 2030, compared to 2019. This target has been validated by the SBTi. A 20% weighting has been allocated to the greenhouse gas emissions reduction performance metric in the long-term incentive plan. This weighting provides a meaningful level of incentive to Executive Directors to deliver Bodycote's sustainability ambitions.

[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	<i>Select from:</i> <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- Climate change
- Biodiversity

(4.6.1.2) Level of coverage

Select from:

- Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

(4.6.1.4) Explain the coverage

Our set of policies covers environmental principles, sustainable sourcing and code of conduct for suppliers.

(4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to a circular economy strategy
- Commitment to avoidance of negative impacts on threatened and protected species
- Commitment to comply with regulations and mandatory standards
- Commitment to take environmental action beyond regulatory compliance
- Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- Commitment to 100% renewable energy
- Commitment to not invest in fossil-fuel expansion

Social commitments

- Commitment to respect internationally recognized human rights

Additional references/Descriptions

- Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- Publicly available

(4.6.1.8) Attach the policy

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

Science-Based Targets Initiative (SBTi)

(4.10.3) Describe your organization's role within each framework or initiative

The company's public climate commitments are approved by the Science Based Targets Initiative SBTi in line with the Paris Agreement goals.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

Paris Agreement

(4.11.4) Attach commitment or position statement

Bodycote plc - Near-Term Approval Letter - Thursday_ 24 April 2025.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

The company's public climate commitments are approved by the Science Based Targets Initiative (SBTi) in line with the Paris Agreement goals. The Group operates to ISO 14001 and reports publicly in line with TCFD requirements.

(4.11.9) Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select from:

Not an immediate strategic priority

(4.11.10) Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

*This is not an immediate strategic priority for Bodycote
[Fixed row]*

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

Select from:

Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

TCFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply

Climate change

(4.12.1.4) Status of the publication

Select from:

Complete

(4.12.1.5) Content elements

Select all that apply

- Strategy
- Governance
- Emission targets
- Emissions figures
- Risks & Opportunities

- Dependencies & Impacts
- Content of environmental policies

(4.12.1.6) Page/section reference

Pages 40-68 of our Annual report

(4.12.1.7) Attach the relevant publication

Bodycote-2024-Annual-Report (3).pdf

(4.12.1.8) Comment

Pages 40-68 of our Annual report outline our organization's response to environmental issues.

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

Yes

(5.1.2) Frequency of analysis

Select from:

Annually

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

RCP 1.9

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

SSP1

(5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Policy
- Market
- Liability
- Reputation
- Technology
- Acute physical
- Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- 1.5°C or lower

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

- 2025
- 2030
- 2040

2050

Other, please specify :short-term refers to 0-2 years, medium-term refers to 2-5 years, and long-term refers to over 5 years

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Global temperatures are limited to a 1.5°C increase by 2050 compared to pre-industrial levels, physical risks are limited, and there has been a substantial shift in behaviour and public policy (e.g. higher carbon taxes).

(5.1.1.11) Rationale for choice of scenario

Bodycote's climate-related financial disclosures are consistent with the TCFD framework, and in compliance with the Financial Conduct Authority (FCA) Listing Rule 9.8.6R(8). The Group's disclosures have been prepared to align with guidance published by the Financial Reporting Council (FRC) and FCA. Scenarios were chosen to reflect various future development possibilities and are in line with widely accepted up-to-date scientific knowledge.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

RCP 3.4

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

SSP2

(5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Policy
- Market
- Liability
- Reputation
- Technology
- Acute physical
- Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- 1.6°C - 1.9°C

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

- 2025
- 2030
- 2040
- 2050
- Other, please specify :short-term refers to 0-2 years, medium-term refers to 2-5 years, and long-term refers to over 5 years

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In this scenario action is late and disruptive and while some steps have been taken, it is largely business-as-usual. There are limited public policies before 2025, temperatures continue to rise, and physical impacts intensify.

(5.1.1.11) Rationale for choice of scenario

Bodycote's climate-related financial disclosures are consistent with the TCFD framework, and in compliance with the Financial Conduct Authority (FCA) Listing Rule 9.8.6R(8). The Group's disclosures have been prepared to align with guidance published by the Financial Reporting Council (FRC) and FCA. Scenarios were chosen to reflect various future development possibilities and are in line with widely accepted up-to-date scientific knowledge.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

- RCP 6.0

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

- SSP3

(5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Policy
- Market
- Liability
- Reputation
- Technology
- Acute physical
- Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- 2.5°C - 2.9°C

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

- 2025
- 2030
- 2040
- 2050
- Other, please specify :short-term refers to 0-2 years, medium-term refers to 2-5 years, and long-term refers to over 5 years

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In this scenario, limited global action results in accelerated global warming and significant physical risks, and governments fail to introduce further policies to address climate change

(5.1.1.11) Rationale for choice of scenario

Bodycote's climate-related financial disclosures are consistent with the TCFD framework, and in compliance with the Financial Conduct Authority (FCA) Listing Rule 9.8.6R(8). The Group's disclosures have been prepared to align with guidance published by the Financial Reporting Council (FRC) and FCA. Scenarios were chosen to reflect various future development possibilities and are in line with widely accepted up-to-date scientific knowledge.

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- Risk and opportunities identification, assessment and management
- Strategy and financial planning
- Resilience of business model and strategy
- Capacity building
- Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

PHYSICAL RISKS FROM EXTREME WEATHER EVENTS: Fewer than 10% of sites are currently assessed as being at high risk of wildfires and flooding under all three scenarios. The potential impact of operational disruption and cost of relocation if necessary has been assessed as negligible. MITIGATION MEASURES: Implementation of additional mitigation measures in higher risk sites (e.g. safety, maintenance, business continuity and shift planning, landscaping etc); automation and remote technologies for continuous operations during disruption; and regular assessment of climate science and scenarios to monitor risk exposure. PHYSICAL RISKS FROM EXTREME TEMPERATURES: Higher risk sites have been identified, with a maximum of 20% of sites being high risk under Scenario 3. The potential financial impact of disruption to operations and potential investments in cooling measures has been assessed as low. The risk of cold wave/frost has been evaluated as not being relevant currently. MITIGATION MEASURES: Investment in additional insulation and cooling measures for temperature control in at-risk sites; and investment in increased automation in our operations. TRANSITION RISKS FROM IMPACTS TO ELECTRICITY SUPPLY: The potential financial impact of this risk has not yet been assessed. The Group demonstrated in recent years the ability to recover energy cost inflation through its energy surcharge policy. MITIGATION MEASURES: Reduction in energy consumption through energy saving and energy efficiency measures; operation during off-peak hours with lower energy prices; and implementation of measures to reduce reliance on grid electricity (e.g. solar panels). TRANSITION RISKS FROM INCREASED PRICING OF CARBON EMISSIONS: The potential financial impact of this risk has been assessed using the estimated cost of carbon in 2030. MITIGATION MEASURES: Reduction in energy consumption and continued progress towards our enhanced 1.5C aligned SBTi target; further development of a decarbonisation roadmap and investment in lower carbon technology and energy; and, as demonstrated by the Group in recent years, the ability to recover energy cost inflation through its energy surcharge policy. REPUTATIONAL RISKS: The Group's carbon reduction strategy positively impacts customer, employee and investor advocacy. The Group is the only major heat treatment company globally with an SBTi target, offering a competitive edge for securing new business and talent where climate action plays a role. MITIGATION MEASURES: Ongoing tracking of stakeholders' expectations through direct engagement, best practice benchmarks and research; and regular customer engagement on Bodycote's climate roadmap, alignment to international standards and its commercial offerings for carbon reduction. OPPORTUNITY FROM INCREASED OUTSOURCING BY CUSTOMERS TO REACH GHG TARGETS: The Group has opportunities to support customers in achieving their emissions targets across all its sectors and markets, leading to increased revenues. Cost reductions may also be achieved within the Group's operations as a result of higher efficiencies and furnace fill rates/utilisation. REALISATION MEASURES: Current operations are already geared towards the realisation of this opportunity and support GHG emissions reduction and avoidance. OPPORTUNITY FROM LOW CARBON TECHNOLOGIES OFFERING FOR CUSTOMERS - The Group's low carbon processing services present opportunities for higher revenues increased margins, and open up new markets for the Group's metallurgy solutions. REALISATION MEASURES: Monitoring customers' climate plans and their expectations of suppliers; and increased revenues would offset capital investment for additional capacity. OPPORTUNITY FROM NEW VOLUMES FOR BODYCOTE RELATED TO LOW CARBON TRANSITION: Bodycote is able to realise this opportunity via current facilities and technologies. The Group's global heat treatment capacity allows us to quickly adapt to customers' requirements with low capital investment. REALISATION MEASURES: No significant effort or investment is expected to be required to diversify our customer base due to Bodycote having flexibility to serve both existing and new industries.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

- No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

- Other, please specify :The Group's climate risk and opportunity management plans are being updated following the climate scenario analysis work undertaken during the year. Insights from this work will inform the Group's climate transition planning.

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

In late 2024, the Group submitted a revised, more ambitious short-term target to SBTi, aligning with a more stringent 1.5°C trajectory. The new target sets a 46% reduction in absolute Scope 1 and 2 market-based emissions by 2030 (compared to 2019 levels). The Group's climate risk and opportunity management plans are being updated following the climate scenario analysis work undertaken during the year. Insights from this work will inform the Group's climate transition planning.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

- Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

- Products and services
- Upstream/downstream value chain
- Investment in R&D
- Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

- Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The business has and continues to move toward more efficient thermal processing services. In addition, our proprietary 'avoided emissions' tool compares a customer's thermal processing emissions to Bodycote's, illustrating the emissions reduction customers can achieve by outsourcing processing to Bodycote. The tool uses a range of input data – such as the type of furnace, number of parts processed per cycle, processing time, and type of processing gas used – compared with 'real world' data inputs from Bodycote's own operations where the customer's parts would be processed. Outputs run for specific customer scenarios have shown the potential to reduce emissions by up to 60% for a comparable treatment approach.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The business monitors climate change-related risks and considers mitigation strategies. The business seeks to capitalise on opportunities and continues to evaluate our processes and technologies, move towards use of renewable/low carbon energy and invest in more energy efficient equipment used in our processes. Although the Group's Scope 3 footprint has remained below SBTi's 40% materiality threshold (of total Scope 1, 2, and 3 emissions), we are including our full Scope 3 emissions footprint in our disclosures from 2024 (see page 60). We have also set goals to reduce Scope 3 emissions, aligned to the best practice SBTi methodology for target setting. Our targets cover almost 70% of our Scope 3 footprint, and comprise the following: to reduce absolute Scope 3 GHG emissions from fuel and energy-related activities by at least 45% by 2030 from a 2019 base year; and for 30% of suppliers (by emissions) of purchased goods and services to have science-based or other carbon reduction targets by 2030. In the year ahead, we will develop our supplier engagement strategy and embed metrics associated with the largest elements of Scope 3 emissions (specifically energy-related, industrial gases and HIP-PF metal powders) into our internal management reporting

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The business invests in the research and development of low carbon footprint technologies including Low Pressure Carbursing and Corr-I-Dur within the Precision Heat Treatment division and Specialty Stainless Steel Processing (S3P) within the Specialist Technologies division.

Operations

(5.3.1.1) Effect type

Select all that apply

Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The business has and continues to move toward more efficient thermal processing services. The business continues to improve efficiency within our internal process and operations continually reducing carbon emissions through running carbon reduction projects. We realise the opportunity of revenue uplift related to increased business from heat treatment services from sectors that support the transition to a lower carbon world (e.g. internal combustion engine to EVs). These sectors become a more significant revenue stream for Bodycote as a result of higher and new demand for services.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- Capital expenditures

(5.3.2.2) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

As the business transitions to lower emissions technologies, the impact of future capital investment must be considered, including the capital investment to accelerate conversion to low carbon footprint technologies including Low Pressure Carbursing and Corr-I-Dur within the Precision Heat Treatment division and Specialty Stainless Steel Processing (S3P) within the Specialist Technologies division). In 2025, we plan to develop a Groupwide renewable energy strategy to support furnace electrification and contribute to our decarbonisation targets.

[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization’s climate transition
	Select from: <input checked="" type="checkbox"/> No, but we plan to in the next two years

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	Select from: <input checked="" type="checkbox"/> No, but we plan to in the next two years	Select from: <input checked="" type="checkbox"/> No standardized procedure	We currently do not price environmental externalities but we are assessing topic of carbon pricing as part of our TCFD scenario analysis.

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change
Customers	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change
Investors and shareholders	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change
Other value chain stakeholders	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	Select from: <input checked="" type="checkbox"/> No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

Procurement spend

(5.11.2.4) Please explain

We prioritise engagement with suppliers based on the types of products or services we procure from them and/or according to the level of spend we have with them.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

	Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process	Policy in place for addressing supplier non-compliance	Comment
Climate change	Select from: <input checked="" type="checkbox"/> Yes, environmental requirements related to this environmental issue are included in our supplier contracts	Select from: <input checked="" type="checkbox"/> Yes, we have a policy in place for addressing non-compliance	Our Supplier code of conduct applies to all our suppliers.

[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- First-party verification

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 26-50%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

- 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

- Less than 1%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

(5.11.6.12) Comment

N/A

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Waste and resource reduction and material circularity

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

N/A

[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- Waste and resource reduction and improved end-of-life management

(5.11.7.3) Type and details of engagement

Innovation and collaboration

- Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- Unknown

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- Unknown

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We collaborate with manufacturers of heat-treating furnaces. In our procurement process we engage with manufacturers on the topics of energy efficiency and GHG emissions arising from operation of the furnaces and inform our purchasing decision on the information provided. These actions result in overall lowering of GHG emissions during the lifetime of the furnace.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

Unknown

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

Emissions reduction

(5.11.7.3) Type and details of engagement

Financial incentives

Include long-term contracts linked to environmental commitments

(5.11.7.4) Upstream value chain coverage

Select all that apply

Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

Unknown

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

Unknown

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We expect our suppliers to comply with our Supplier Code of Conduct, to be committed to delivering long-term sustainable and innovative solutions and to comply with relevant environmental regulations and standards. We evaluate key suppliers' sustainability approach, commitments and emissions-related metrics and award contracts based on the outcomes of the assessments.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

Unknown

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- Share information about your products and relevant certification schemes
- Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- Align your organization's goals to support customers' targets and ambitions
- Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Bodycote offers some of the most energy-efficient processes available on the market, optimizing the process to ensure full capacity utilisation, thereby providing maximum benefit to our customers, and the environment - the difference in the carbon footprint of having parts processed in our facilities, compared with customers treating them in theirs. Bodycote can reduce emissions associated with thermal processing by up to 60%, compared with customers' in-house processes. Our ability to provide solutions for the sustainability challenges our customers are facing also gives us a clear competitive advantage, and is a key focus of our new, integrated sustainability strategy launched in 2024. It is rooted in our business strategy, which focuses on providing a world class range of metallurgy solutions and cutting-edge specialist technologies that enable customers to produce better, stronger and more sustainable components. Our sustainability strategy has been tailored to advance customer priorities (service, quality, expertise and sustainability), and business priorities (leadership, technology, culture and responsibility). It is structured around these two key areas, which together cover sustainability (what we do) and responsibility (how we do it). As of the end of 2024, 98% of the Group's operating facilities had achieved or maintained ISO 14001 certification, covering 93% of the Group's employees.. The company also engages with customers through the response to ESG customer surveys and ratings such as Ecovadis.

(5.11.9.6) Effect of engagement and measures of success

The Group has opportunities to support customers in achieving their emissions targets across all its sectors and markets, leading to increased revenues. Increased revenues result from increased outsourcing by customers to Bodycote to i) reduce their own Scope 1 and 2 emissions and decrease exposure to carbon taxes, etc.; and ii) enable emissions avoidance (Scope 4) – as emissions per part processed by Bodycote can be up to 60% lower through efficiency, furnace utilisation and investment in energy efficiency. Cost reductions may also be achieved within the Group's operations as a result of higher efficiencies and furnace fill rates/utilisation.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

- 76-99%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- 76-99%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Bodycote's continued access to capital is important to the long-term performance of our business. We work to ensure that our investors and analysts have a clear understanding of our strategic objectives, performance and the risks and uncertainties we are managing. Our investors rely on us to protect and manage their capital in a responsible and sustainable way while generating long-term value.

(5.11.9.6) Effect of engagement and measures of success

We communicate progress on our financial and non-financial plans to cultivate the support of our investors, analysts, banks and proxy voting agencies. This enables Bodycote to inform investors and shareholders on our strategy and non-financial performance and allows us to better understand investor sentiment.. Bodycote engages with external agencies to measure progress and identify areas for improvement. We proactively engaged with ESG ratings agencies in 2024 to improve their understanding of our performance. Our rankings improved as a result. Bodycote is rated 'A-' by CDP, up from 'D' two years' prior. We achieved a score of 60/100 in our latest EcoVadis assessment, up from 42/100 the prior year, placing the Group in the 71st percentile of all companies rated by EcoVadis globally. The Group's ISS ESG score increased by 9 points, resulting in a 'C' rating, up from 'C- '. Sustainalytics' classification of Bodycote improved to 'medium risk' (previously 'high risk'). Bloomberg's ESG scores for Bodycote also improved, resulting in a sector 'Leading' score in 2024.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- Other value chain stakeholder, please specify :Employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

Select from:

- 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

The knowledge, capabilities, expertise and skills of our employees are a major part of the Group's intangible value. We work to attract, develop and retain the best talent, equipped with the right skills for the future. Our people have a crucial role in delivering against our strategy and creating value. Bodycote follows a formal internal communications programme to keep colleagues informed on its progress towards our climate goals, as well as other important issues. We use several channels for communication, such as a bi-monthly newsletter and weekly intranet updates. We also share important updates via email across the Group. Each year, the Group conducts employee engagement groups, hosted by a Non-Executive Director for workforce engagement. In 2024, two regional forums were held, with around 30 employee representatives. Feedback from these forums was reported to the Board, with Executive Directors assigned responsibility for addressing key issues that arose. A strong commitment to employee engagement is a hallmark of Bodycote's new leadership. Since joining the business in March 2024, Chief Executive Officer Jim Fairbairn has visited almost 50 facilities around the world, engaging with hundreds of colleagues, enabling open, two-way communication about our business, operations and opportunities for the future. A new virtual town hall programme has been introduced, where our Chief Executive Officer, management team, and external subject matter experts share information on strategic initiatives, the Group's performance, and key programmes, as well as best practices and case studies for continuous improvement. As part of this programme, our Chief Sustainability Officer delivered an internal update to colleagues across the business on our progress to date. This broadcast included an invitation and call to action to join our new network of Sustainability Champions across the Group. Colleagues from all positions are encouraged to join the network and to be part of progressing initiatives, generating ideas and motivating other staff to play an active role in delivering our climate goals.

(5.11.9.6) Effect of engagement and measures of success

Our employee engagement approach, including our new virtual town hall programme, ensures colleagues are informed on key developments across the Group, enabling them to champion our sustainability agenda and support the successful execution of our strategy. In 2025, we will conduct an all employee engagement survey using an externally benchmarked framework that will enable us to measure ourselves against the highest performing companies in our sector. Our aim is to be recognised as one of the best companies to work for and, based on the baseline survey in 2025, we will set a clear performance target and action plan to 2030.
[Add row]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

Zimmer Biomet Holdings, Inc.

(5.12.2) Environmental issues the initiative relates to

Select all that apply

- Climate change

(5.12.4) Initiative category and type

Change to supplier operations

- Assess life-cycle impact of products or services to identify efficiencies

(5.12.5) Details of initiative

We have developed product carbon footprinting tools for the majority of our heat treatment services. We would be pleased to engage with Zimmer Biomet to share these insights in the impact of our services delivered to them.

(5.12.6) Expected benefits

Select all that apply

- Improved resource use and efficiency
- Increased transparency of upstream/downstream value chain
- Reduction of customers' operational emissions (customer scope 1 & 2)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

- 0-1 year

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

- No

Row 2

(5.12.1) Requesting member

Select from:

- Faurecia (Forvia)

(5.12.2) Environmental issues the initiative relates to

Select all that apply

- Climate change

(5.12.4) Initiative category and type

Change to supplier operations

- Assess life-cycle impact of products or services to identify efficiencies

(5.12.5) Details of initiative

We have developed product carbon footprinting tools for the majority of our heat treatment services. We would be pleased to engage with Faurecia to share these insights in the impact of our services delivered to them.

(5.12.6) Expected benefits

Select all that apply

- Improved resource use and efficiency
- Reduction of customers' operational emissions (customer scope 1 & 2)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

- 0-1 year

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

No

[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement	Primary reason for not implementing environmental initiatives	Explain why your organization has not implemented any environmental initiatives
	<i>Select from:</i> <input checked="" type="checkbox"/> No, but we plan to within the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> No standardized procedure	<i>We have begun the process of engagement with all of our customers and in particular those that have a developed sustainability strategy themselves.</i>

[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	Select from: <input checked="" type="checkbox"/> Operational control	<i>All our subsidiaries are fully owned, therefore operational approach was chosen.</i>
Plastics	Select from: <input checked="" type="checkbox"/> Operational control	<i>All our subsidiaries are fully owned, therefore operational approach was chosen.</i>
Biodiversity	Select from: <input checked="" type="checkbox"/> Operational control	<i>All our subsidiaries are fully owned, therefore operational approach was chosen.</i>

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

- Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
- IEA CO2 Emissions from Fuel Combustion
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- Other, please specify :EU Joint Research Centre Data Catalogue emission factors, Greenhouse gases, Regulated Emissions, and Energy use in Technologies Model

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

- We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

- We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Electricity consumption data is multiplied by appropriate available emissions and conversion factors from the IEA Emission Factors 2024 and DEFRA for calculation of location-based Scope 2 GHG emissions. Scope 2 market-based GHG emissions are calculated based on appropriate available emissions, electricity mix and conversion factors from supplier mix information collected

from electricity invoices or electricity mix statements, Association of Issuing Bodies (AIB) - European Residual Mix report, EPA Emissions & Generation Resource Integrated Database (eGRID), IEA Emission Factors 2024, and DEFRA.

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO₂e)

170226

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 1 (direct) emissions are calculated from energy and process gases used in company-owned or controlled industrial plants, buildings and vehicles. This includes natural gas for industrial processes and buildings; diesel, gasoline and LPG for vehicles; acetylene, propane, carbon dioxide and methanol process gases; and refrigerants used for cooling. Consumption data is multiplied by appropriate available emissions and conversion factors from IPCC Guidelines for National Greenhouse Gas Inventories (2006), UK Government's Department for Food, Environment and Rural Affairs, 'DEFRA', or internally calculated emission factors based on the carbon content in feedstocks if appropriate emission factors are not available.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

186380

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Electricity consumption data is multiplied by appropriate available emissions and conversion factors from the IEA Emission Factors 2024 and DEFRA for calculation of location-based Scope 2 GHG emissions.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

198714

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Scope 2 market-based GHG emissions are calculated based on appropriate available emissions, electricity mix and conversion factors from supplier mix information collected from electricity invoices or electricity mix statements, Association of Issuing Bodies (AIB) - European Residual Mix report, EPA Emissions & Generation Resource Integrated Database (eGRID), IEA Emission Factors 2024, and DEFRA.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

54541

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 3 Category 1 emissions are calculated using spend-based methods for relevant categories. The spend-based method uses on Eurostat's Air Emissions Footprint data and National Supply, Use, and Input-Output tables.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

20932

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 3 Category 2 emissions are calculated using spend-based methods for relevant categories. The spend-based method uses on Eurostat's Air Emissions Footprint data and National Supply, Use, and Input-Output tables.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

84578

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. GHG emissions from Category 3: Fuel and energy-related activities are calculated by multiplying energy consumption data with emission factors from the JEC Well-to-Wheels report (v5) for the EMEA region and the GREET model 2024 for the North America region.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

2407

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 3 Category 4 emissions are calculated using spend-based methods for relevant categories. The spend-based method uses on Eurostat's Air Emissions Footprint data and National Supply, Use, and Input-Output tables.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 3 Category 5 emissions are calculated using spend-based methods for relevant categories. The spend-based method uses on Eurostat's Air Emissions Footprint data and National Supply, Use, and Input-Output tables.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

4330

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 3 Category 6 emissions are calculated using spend-based methods for relevant categories. The spend-based method uses on Eurostat's Air Emissions Footprint data and National Supply, Use, and Input-Output tables.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

9721

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Category 7: Employee commuting emissions are determined based on internal employee commuting survey data and DEFRA emission factors.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

2752

(7.5.3) Methodological details

Scope 3 emissions are calculated in line with WRI/WBCSD's Greenhouse gas Protocol ('Corporate Value Chain (Scope 3) Accounting and Reporting Standard' and 'Technical Guidance for Calculating Scope 3 Emissions'). Calculation uses spend-based method, using emission factors from Eurostat (ESTAT). Procurement spent on upstream leased assets is multiplied by appropriate emission factors for each category. Emissions are reported in terms of carbon dioxide equivalency (CO2e).

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

2407

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 3 Category 9 emissions are calculated using spend-based methods for relevant categories. The spend-based method uses on Eurostat's Air Emissions Footprint data and National Supply, Use, and Input-Output tables.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

582

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 3 Category 10 emissions are calculated using spend-based methods for relevant categories. The spend-based method uses on Eurostat's Air Emissions Footprint data and National Supply, Use, and Input-Output tables.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not relevant to Bodycote's operations.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

508

(7.5.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Category 12: End-of-Life treatment of sold products, carbon emissions from steel recycling are calculated using the GREET model 2024 emission factors.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not relevant to Bodycote's operations.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not relevant to Bodycote's operations.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not relevant to Bodycote's operations.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not relevant to Bodycote's operations.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

*This category is not relevant to Bodycote's operations.
[Fixed row]*

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

117985

(7.6.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 1 (direct) emissions are calculated from energy and process gases used in company-owned or controlled industrial plants, buildings and vehicles. This includes natural gas for industrial processes and buildings; diesel, gasoline and LPG for vehicles; acetylene, propane, carbon dioxide and methanol process gases; fuel oil for building heating; and refrigerants used for cooling. Consumption data is multiplied by appropriate available emissions and conversion factors from IPCC Guidelines for National Greenhouse Gas Inventories (2006 and 2019 Refinement), UK Government's Department for Food, Environment and Rural Affairs, 'DEFRA', or internally calculated emission factors based on the carbon content in feedstocks if appropriate emission factors are not available.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

134312

(7.6.2) End date

12/30/2023

(7.6.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 1 (direct) emissions are calculated from energy and process gases used in company-owned or controlled industrial plants, buildings and vehicles. This includes natural gas for industrial processes and buildings; diesel, gasoline and LPG for vehicles; acetylene, propane, carbon dioxide and methanol process gases; fuel oil for building heating; and refrigerants used for cooling. Consumption data is multiplied by appropriate available emissions and conversion factors from IPCC Guidelines for National Greenhouse Gas Inventories (2006 and 2019 Refinement), UK Government's Department for Food, Environment and Rural Affairs, 'DEFRA', or internally calculated emission factors based on the carbon content in feedstocks if appropriate emission factors are not available.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

140264

(7.6.2) End date

12/30/2022

(7.6.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 1 (direct) emissions are calculated from energy and process gases used in company-owned or controlled industrial plants, buildings and vehicles. This includes natural gas for industrial processes and buildings; diesel, gasoline and LPG for vehicles; acetylene, propane, carbon dioxide and methanol process gases; fuel oil for building heating; and refrigerants used for cooling. Consumption data is multiplied by appropriate available emissions and conversion factors from IPCC Guidelines for National Greenhouse Gas Inventories (2006 and 2019 Refinement), UK Government's Department for Food,

Environment and Rural Affairs, 'DEFRA', or internally calculated emission factors based on the carbon content in feedstocks if appropriate emission factors are not available.

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

142852

(7.6.2) End date

12/30/2021

(7.6.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 1 (direct) emissions are calculated from energy and process gases used in company-owned or controlled industrial plants, buildings and vehicles. This includes natural gas for industrial processes and buildings; diesel, gasoline and LPG for vehicles; acetylene, propane, carbon dioxide and methanol process gases; fuel oil for building heating; and refrigerants used for cooling. Consumption data is multiplied by appropriate available emissions and conversion factors from IPCC Guidelines for National Greenhouse Gas Inventories (2006 and 2019 Refinement), UK Government's Department for Food, Environment and Rural Affairs, 'DEFRA', or internally calculated emission factors based on the carbon content in feedstocks if appropriate emission factors are not available.

Past year 4

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

141681

(7.6.2) End date

12/30/2020

(7.6.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 1 (direct) emissions are calculated from energy and process gases used in company-owned or controlled industrial plants, buildings and vehicles. This includes natural gas for industrial processes and buildings; diesel, gasoline and LPG for vehicles; acetylene, propane, carbon dioxide and methanol process gases; fuel oil for building heating; and refrigerants used for cooling. Consumption data is multiplied by appropriate available emissions and conversion factors from IPCC Guidelines for National Greenhouse Gas Inventories (2006 and 2019 Refinement), UK Government's Department for Food, Environment and Rural Affairs, 'DEFRA', or internally calculated emission factors based on the carbon content in feedstocks if appropriate emission factors are not available.

Past year 5

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

170226

(7.6.2) End date

12/30/2019

(7.6.3) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 1 (direct) emissions are calculated from energy and process gases used in company-owned or controlled industrial plants, buildings and vehicles. This includes natural gas for industrial processes and buildings; diesel, gasoline and LPG for vehicles; acetylene, propane, carbon dioxide and methanol process gases; fuel oil for building heating; and refrigerants used for cooling. Consumption data is multiplied by appropriate available emissions and conversion factors from IPCC Guidelines for National Greenhouse Gas Inventories (2006 and 2019 Refinement), UK Government's Department for Food, Environment and Rural Affairs, 'DEFRA', or internally calculated emission factors based on the carbon content in feedstocks if appropriate emission factors are not available.

[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

125317

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

145134

(7.7.4) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Electricity consumption data is multiplied by appropriate available emissions and conversion factors from the IEA Emission Factors 2024 for calculation of location-based Scope 2 GHG emissions. Scope 2 market-based GHG emissions are calculated based on appropriate available emissions, electricity mix and conversion factors from supplier mix information collected from electricity invoices or electricity mix statements, Association of Issuing Bodies (AIB) - European Residual Mix report, EPA Emissions & Generation Resource Integrated Database (eGRID), IEA Emission Factors 2024.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

131011

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

145514

(7.7.3) End date

12/30/2023

(7.7.4) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Electricity consumption data is multiplied by appropriate

available emissions and conversion factors from the IEA Emission Factors 2023 for calculation of location-based Scope 2 GHG emissions. Scope 2 market-based GHG emissions are calculated based on appropriate available emissions, electricity mix and conversion factors from supplier mix information collected from electricity invoices or electricity mix statements, Association of Issuing Bodies (AIB) - European Residual Mix report, EPA Emissions & Generation Resource Integrated Database (eGRID), IEA Emission Factors 2023.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

130444

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

136188

(7.7.3) End date

12/30/2022

(7.7.4) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Electricity consumption data is multiplied by appropriate available emissions and conversion factors from the IEA Emission Factors 2022 for calculation of location-based Scope 2 GHG emissions. Scope 2 market-based GHG emissions are calculated based on appropriate available emissions, electricity mix and conversion factors from supplier mix information collected from electricity invoices or electricity mix statements, Association of Issuing Bodies (AIB) - European Residual Mix report, EPA Emissions & Generation Resource Integrated Database (eGRID), IEA Emission Factors 2022.

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

142080

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

156489

(7.7.3) End date

12/30/2021

(7.7.4) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Electricity consumption data is multiplied by appropriate available emissions and conversion factors from the IEA Emission Factors 2021 for calculation of location-based Scope 2 GHG emissions. Scope 2 market-based GHG emissions are calculated based on appropriate available emissions, electricity mix and conversion factors from supplier mix information collected from electricity invoices or electricity mix statements, Association of Issuing Bodies (AIB) - European Residual Mix report, EPA Emissions & Generation Resource Integrated Database (eGRID), IEA Emission Factors 2021.

Past year 4

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

152780

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

165015

(7.7.3) End date

12/30/2020

(7.7.4) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Electricity consumption data is multiplied by appropriate

available emissions and conversion factors from the IEA Emission Factors 2020 for calculation of location-based Scope 2 GHG emissions. Scope 2 market-based GHG emissions are calculated based on appropriate available emissions, electricity mix and conversion factors from supplier mix information collected from electricity invoices or electricity mix statements, Association of Issuing Bodies (AIB) - European Residual Mix report, EPA Emissions & Generation Resource Integrated Database (eGRID), IEA Emission Factors 2020.

Past year 5

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

186380

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

198714

(7.7.3) End date

12/30/2019

(7.7.4) Methodological details

Bodycote's emissions calculation methodology is based on well-established frameworks such as the UK Government's Environmental Reporting Guidelines and the WRI/WBCSD Greenhouse Gas Protocol (GHG Protocol Corporate Accounting and Reporting Standard). IPCC AR5 GWP factors are used in the calculation of Scope 1, 2 and 3 GHG emissions. Scope 2 (indirect) emissions arise from electricity used in the Group's industrial plants and buildings, and to charge its electric vehicles. Bodycote does not use any external sources of steam, heating and cooling for the Group's own use in sites. Electricity consumption data is multiplied by appropriate available emissions and conversion factors from the IEA Emission Factors 2019 for calculation of location-based Scope 2 GHG emissions. Scope 2 market-based GHG emissions are calculated based on appropriate available emissions, electricity mix and conversion factors from supplier mix information collected from electricity invoices or electricity mix statements, Association of Issuing Bodies (AIB) - European Residual Mix report, EPA Emissions & Generation Resource Integrated Database (eGRID), IEA Emission Factors 2019.

[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

73760

(7.8.3) Emissions calculation methodology

Select all that apply

Average data method

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Capital goods

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

14690

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

56800

(7.8.3) Emissions calculation methodology

Select all that apply

Fuel-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2261

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1513

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Business travel

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

5205

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Employee commuting

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

8809

(7.8.3) Emissions calculation methodology

Select all that apply

Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2521

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2261

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Processing of sold products

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

988

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Use of sold products

(7.8.1) Evaluation status

Select from:

Not evaluated

(7.8.5) Please explain

We do not have any activities in this category that should require calculation of emissions.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

369

(7.8.3) Emissions calculation methodology

Select all that apply

Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using appropriate emission factors. We currently do not use supplier-specific data.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

We do not have any activities in this category that should require calculation of emissions.

Franchises

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

We do not have any activities in this category that should require calculation of emissions.

Investments

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

We do not have any activities in this category that should require calculation of emissions.

Other (upstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

We do not have any activities in this category that should require calculation of emissions.

Other (downstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

*We do not have any activities in this category that should require calculation of emissions.
[Fixed row]*

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/30/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

79588

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

12701

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

61436

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

2161

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

1666

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

5140

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

9721

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

2386

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

2161

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

513

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

508

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

N/A

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place

	Verification/assurance status
Scope 3	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

Annual process

(7.9.1.2) Status in the current reporting year

Select from:

Complete

(7.9.1.3) Type of verification or assurance

Select from:

Limited assurance

(7.9.1.4) Attach the statement

Bodycote FY2024 GHG Verification Opinion - Final V1.0.pdf

(7.9.1.5) Page/section reference

Pages 1-6

(7.9.1.6) Relevant standard

Select from:

ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

Annual process

(7.9.2.3) Status in the current reporting year

Select from:

Complete

(7.9.2.4) Type of verification or assurance

Select from:

Limited assurance

(7.9.2.5) Attach the statement

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(7.9.2.6) Page/ section reference

Pages 1-6

(7.9.2.7) Relevant standard

Select from:

ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

Scope 3: Capital goods

Scope 3: Business travel

Scope 3: Employee commuting

Scope 3: Processing of sold products

Scope 3: Purchased goods and services

Scope 3: Waste generated in operations

- Scope 3: Use of sold products
- Scope 3: Upstream leased assets
- Scope 3: Downstream transportation and distribution
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

- Scope 3: End-of-life treatment of sold products
- Scope 3: Upstream transportation and distribution

(7.9.3.2) Verification or assurance cycle in place

Select from:

- Annual process

(7.9.3.3) Status in the current reporting year

Select from:

- Complete

(7.9.3.4) Type of verification or assurance

Select from:

- Limited assurance

(7.9.3.5) Attach the statement

Bodycote FY2024 GHG Verification Opinion - Final V1.0.pdf

(7.9.3.6) Page/section reference

Pages 1-6

(7.9.3.7) Relevant standard

Select from:

- ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

380

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

0.14

(7.10.1.4) Please explain calculation

We increased our renewable electricity consumption by 2% vs previous year by purchasing renewable electricity in all of our plants in the UK from May 2024 and in all of our Italian plants from July 2024.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

6378

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

2.4

(7.10.1.4) Please explain calculation

*In 2024, we have implemented 62 carbon and energy savings projects, which resulted in absolute decrease of 6378 metric tons of CO2e in Scope 1 and 2.
[Fixed row]*

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

117213.46

(7.15.1.3) GWP Reference

Select from:

IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

107.36

(7.15.1.3) GWP Reference

Select from:

IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

127.6

(7.15.1.3) GWP Reference

Select from:

IPCC Fifth Assessment Report (AR5 – 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:

HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

537.02

(7.15.1.3) GWP Reference

Select from:

IPCC Fifth Assessment Report (AR5 – 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

1056.74

(7.16.2) Scope 2, location-based (metric tons CO2e)

342.56

(7.16.3) Scope 2, market-based (metric tons CO2e)

468.77

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

91.33

(7.16.2) Scope 2, location-based (metric tons CO2e)

481.08

(7.16.3) Scope 2, market-based (metric tons CO2e)

2655.07

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

4332

(7.16.2) Scope 2, location-based (metric tons CO2e)

704.05

(7.16.3) Scope 2, market-based (metric tons CO2e)

709.16

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

10556.19

(7.16.2) Scope 2, location-based (metric tons CO2e)

12781.49

(7.16.3) Scope 2, market-based (metric tons CO2e)

12713.05

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

1975.56

(7.16.2) Scope 2, location-based (metric tons CO2e)

4017.19

(7.16.3) Scope 2, market-based (metric tons CO2e)

4045.35

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

1146.72

(7.16.2) Scope 2, location-based (metric tons CO2e)

548.02

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

582.88

(7.16.2) Scope 2, location-based (metric tons CO2e)

934.78

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

4135.34

(7.16.2) Scope 2, location-based (metric tons CO2e)

4687.87

(7.16.3) Scope 2, market-based (metric tons CO2e)

22666.32

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

7271.51

(7.16.2) Scope 2, location-based (metric tons CO2e)

13167.39

(7.16.3) Scope 2, market-based (metric tons CO2e)

16350.67

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

506.1

(7.16.2) Scope 2, location-based (metric tons CO2e)

279.84

(7.16.3) Scope 2, market-based (metric tons CO2e)

460.4

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

1946.36

(7.16.2) Scope 2, location-based (metric tons CO2e)

5106.04

(7.16.3) Scope 2, market-based (metric tons CO2e)

5075.99

Liechtenstein

(7.16.1) Scope 1 emissions (metric tons CO2e)

1713.29

(7.16.2) Scope 2, location-based (metric tons CO2e)

1366.91

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

4377.59

(7.16.2) Scope 2, location-based (metric tons CO2e)

6271.57

(7.16.3) Scope 2, market-based (metric tons CO2e)

7044.2

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

3122.31

(7.16.2) Scope 2, location-based (metric tons CO2e)

4157.39

(7.16.3) Scope 2, market-based (metric tons CO2e)

4578.25

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1901.73

(7.16.2) Scope 2, location-based (metric tons CO2e)

6408.51

(7.16.3) Scope 2, market-based (metric tons CO2e)

6187.5

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

430.54

(7.16.2) Scope 2, location-based (metric tons CO2e)

200.12

(7.16.3) Scope 2, market-based (metric tons CO2e)

138.73

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

1769.53

(7.16.2) Scope 2, location-based (metric tons CO2e)

396.68

(7.16.3) Scope 2, market-based (metric tons CO2e)

893.38

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

1061.59

(7.16.2) Scope 2, location-based (metric tons CO2e)

396.17

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

6431.48

(7.16.2) Scope 2, location-based (metric tons CO2e)

3731.31

(7.16.3) Scope 2, market-based (metric tons CO2e)

3812.53

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

4211.72

(7.16.2) Scope 2, location-based (metric tons CO2e)

6833.92

(7.16.3) Scope 2, market-based (metric tons CO2e)

3482.36

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

59364.93

(7.16.2) Scope 2, location-based (metric tons CO2e)

(7.16.3) Scope 2, market-based (metric tons CO2e)

53851.16

*[Fixed row]***(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.***Select all that apply* By activity**(7.17.3) Break down your total gross global Scope 1 emissions by business activity.**

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	<i>Headquarters</i>	<i>6.13</i>
Row 2	<i>Aerospace, defence and energy</i>	<i>33569.7</i>
Row 3	<i>Automotive and general industry</i>	<i>84141.1</i>

*[Add row]***(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.***Select all that apply* By activity**(7.20.3) Break down your total gross global Scope 2 emissions by business activity.**

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Headquarters</i>	12	13
Row 2	<i>Aerospace, defence and energy</i>	44061	44888
Row 3	<i>Automotive and general industry</i>	81246	100234

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

117985

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

125317

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

145134

(7.22.4) Please explain

We only provide Group-level consolidated data.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

*Not applicable, we only provide Group-level consolidated data.
[Fixed row]*

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

No

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

Zimmer Biomet Holdings, Inc.

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

3470000

(7.26.9) Emissions in metric tonnes of CO₂e

1115

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Energy

(7.26.12) Allocation verified by a third party?

Select from:

No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

We allocated global emissions associated with the customer based on the Economic allocation method as specified in the GHG protocol.

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 2

(7.26.1) Requesting member

Select from:

Faurecia (Forvia)

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

4060000

(7.26.9) Emissions in metric tonnes of CO2e

1303

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Energy

(7.26.12) Allocation verified by a third party?

Select from:

No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

We allocated global emissions associated with the customer based on the Economic allocation method as specified in the GHG protocol.

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 3

(7.26.1) Requesting member

Select from:

Senior Plc

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2350000

(7.26.9) Emissions in metric tonnes of CO₂e

755

(7.26.10) Uncertainty ($\pm\%$)

(7.26.11) Major sources of emissions*Energy***(7.26.12) Allocation verified by a third party?***Select from:* No**(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made***We allocated global emissions associated with the customer based on the Economic allocation method as specified in the GHG protocol.***(7.26.14) Where published information has been used, please provide a reference***N/A**[Add row]***(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?****Row 1****(7.27.1) Allocation challenges***Select from:* Diversity of product lines makes accurately accounting for each product/product line cost ineffective*[Add row]***(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?**

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

Yes

(7.28.2) Describe how you plan to develop your capabilities

Our evolving suite of carbon calculator tools now also includes product carbon footprint calculators for Bodycote’s most popular processes. They have been developed to align with the ISO 14064-3:2019 standard and enable us to offer customers product carbon footprint data for batch atmospheric processing, low pressure carburising (LPC), vacuum heat treatment, Hot Isostatic Pressing (HIP) and gas nitriding services. Importantly, our product carbon footprint calculators enable us to compare the relative impacts of different thermal processes. The case study on page 23 of our Annual Report provides an example illustrating how Bodycote’s expert team used product carbon footprint insights to switch a key customer from a batch atmospheric process to low pressure carburising – resulting in a 93% reduction in emissions per part, as well as a better quality product for the customer. We plan to develop calculators for four additional processes during 2025, to support our strategic drive to increase outsourcing by customers and create opportunities to switch them to lower carbon, higher margin thermal processing.
 [Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

More than 10% but less than or equal to 15%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from:

	Indicate whether your organization undertook this energy-related activity in the reporting year
	<input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

558603

(7.30.1.4) Total (renewable + non-renewable) MWh

558603.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

126182

(7.30.1.3) MWh from non-renewable sources

338958

(7.30.1.4) Total (renewable + non-renewable) MWh

465140.00

Total energy consumption

(7.30.1.1) Heating value

Select from:

LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

126182

(7.30.1.3) MWh from non-renewable sources

897561

(7.30.1.4) Total (renewable + non-renewable) MWh

1023743.00

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Other biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Coal

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Oil

(7.30.7.1) Heating value

Select from:

LHV

(7.30.7.2) Total fuel MWh consumed by the organization

1711

Gas

(7.30.7.1) Heating value

Select from:

LHV

(7.30.7.2) Total fuel MWh consumed by the organization

537837

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

LHV

(7.30.7.2) Total fuel MWh consumed by the organization

19055

Total fuel

(7.30.7.1) Heating value

Select from:

LHV

(7.30.7.2) Total fuel MWh consumed by the organization

558603

[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :100% of the electricity supplied is backed by Renewable Energy Guarantees of Origin

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

22609

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

N/A

Row 3

(7.30.14.1) Country/area

Select from:

Italy

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :50% of the electricity supplied is backed by Renewable Energy Guarantees of Origin

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

6133

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

N/A

Row 4

(7.30.14.1) Country/area

Select from:

Liechtenstein

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Nuclear

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4275

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

N/A

Row 5

(7.30.14.1) Country/area

Select from:

Sweden

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Low-carbon energy mix, please specify :contract on non-fossil electricity supply (nuclear + hydropower)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

28742

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

N/A

Row 6

(7.30.14.1) Country/area

Select from:

Finland

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Nuclear

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

13373

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

N/A

Row 7

(7.30.14.1) Country/area

Select from:

Denmark

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Nuclear

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5513

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

N/A

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

2707.97

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2707.97

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

3239.6

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3239.60

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

6398.83

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6398.83

China

(7.30.16.1) Consumption of purchased electricity (MWh)

21599.99

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

21599.99

Czechia

(7.30.16.1) Consumption of purchased electricity (MWh)

9120.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9120.57

Denmark

(7.30.16.1) Consumption of purchased electricity (MWh)

5513.68

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5513.68

Finland

(7.30.16.1) Consumption of purchased electricity (MWh)

13373.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

13373.57

France

(7.30.16.1) Consumption of purchased electricity (MWh)

73151.69

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

73151.69

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

35901.22

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

35901.22

Hungary

(7.30.16.1) Consumption of purchased electricity (MWh)

1504.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1504.57

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

16324.1

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

16324.10

Liechtenstein

(7.30.16.1) Consumption of purchased electricity (MWh)

4275.94

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4275.94

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

17028.86

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

17028.86

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

14572.42

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14572.42

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

10120.27

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

10120.27

Romania

(7.30.16.1) Consumption of purchased electricity (MWh)

722.51

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

722.51

Slovakia

(7.30.16.1) Consumption of purchased electricity (MWh)

3243.68

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3243.68

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

35068.83

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

35068.83

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

8828.16

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

8828.16

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

34753.5

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

34753.50

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

147689.73

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

147689.73
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

337.2

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

243302

(7.45.3) Metric denominator

Select from:

unit total revenue

(7.45.4) Metric denominator: Unit total

721514096

(7.45.5) Scope 2 figure used

Select from:

Location-based

(7.45.6) % change from previous year

6.5

(7.45.7) Direction of change

Select from:

Decreased

(7.45.8) Reasons for change

Select all that apply

Change in renewable energy consumption

Other emissions reduction activities

Change in physical operating conditions

(7.45.9) Please explain

The Group continued to improve its emissions intensity in 2024, which reduced by 6.5% compared with 2023 at actual exchange rate. Using normalised constant currency, the year on year reduction is 9.3% between 2024 and 2023

[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

Energy usage

(7.52.2) Metric value

1023743

(7.52.3) Metric numerator

MWh

(7.52.5) % change from previous year

8.4

(7.52.6) Direction of change

Select from:

Decreased

(7.52.7) Please explain

Our year-on-year energy use decreased. Energy efficiency is Bodycote's top environmental priority. Efficient use of energy drives down costs and our impact on the climate, while also supporting a competitive advantage. We are delivering a multi-year programme of energy efficiency measures and climate-related investments, including: – Increasing furnace capacity by up to 50% using proprietary equipment (without increasing energy consumption) – Optimising heat treatment cycles to extract the most value from energy and process gas use – Improving furnace insulation to reduce heat loss and waste – Identifying and fixing air and process gas leaks to minimise energy waste – Deploying low-energy LED lighting in facilities – Upgrading or substituting process gas generators to increase efficiency and limit waste – Upgrading or substituting vacuum furnace pumps with newer, more efficient models – Investing in buildings' heating and cooling systems to reduce energy consumption

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Bodycote plc - Near-Term Approval Letter - Thursday_ 24 April 2025.pdf

(7.53.1.4) Target ambition

Select from:

1.5°C aligned

(7.53.1.5) Date target was set

12/12/2024

(7.53.1.6) Target coverage

Select from:

Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

Carbon dioxide (CO₂)

Methane (CH₄)

Nitrous oxide (N₂O)

Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

Scope 1

Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

Market-based

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

170226

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

198714

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

368940.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

46.2

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

198489.720

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

117985

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

145134

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

263119.000

(7.53.1.78) Land-related emissions covered by target

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

(7.53.1.80) Target status in reporting year

Select from:

Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Our target covers our Group-level Scope 1 and 2 (market-based) emissions with no exclusion.

(7.53.1.83) Target objective

Our SBTi-approved target of 46% GHG reduction in Scope 1 and 2 aims to lower our overall GHG emissions from our direct operations.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

Row 2

(7.53.1.1) Target reference number

Select from:

Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

(7.53.1.4) Target ambition

Select from:

- 1.5°C aligned

(7.53.1.5) Date target was set

12/12/2024

(7.53.1.6) Target coverage

Select from:

- Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Carbon dioxide (CO2)
- Methane (CH4)
- Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

- Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

84578

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

84578.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

84578.000

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

45

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

45

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

46517.900

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

56800

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

56800.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

56800.000

(7.53.1.78) Land-related emissions covered by target*Select from:* No, it does not cover any land-related emissions (e.g. non-FLAG SBT)**(7.53.1.79) % of target achieved relative to base year**

72.98

(7.53.1.80) Target status in reporting year*Select from:* New**(7.53.1.82) Explain target coverage and identify any exclusions**

Our target covers Scope 3 category 3 (GHG emissions from fuel and energy-related activities) emissions with no exclusions.

(7.53.1.83) Target objective

We have set a voluntary Scope 3 emissions reduction goals under our 'Environmental Leadership' focus area - reducing absolute Scope 3 GHG emissions from fuel and energy-related activities by at least 45% by 2030 from a 2019 base year.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

Other climate-related targets

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:

Oth 1

(7.54.2.2) Date target was set

12/11/2024

(7.54.2.3) Target coverage

Select from:

Suppliers

(7.54.2.4) Target type: absolute or intensity

Select from:

Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Engagement with suppliers

Percentage of suppliers (by emissions) setting emissions reduction targets

(7.54.2.7) End date of base year

12/30/2024

(7.54.2.8) Figure or percentage in base year

21

(7.54.2.9) End date of target

12/30/2030

(7.54.2.10) Figure or percentage at end of date of target

30

(7.54.2.11) Figure or percentage in reporting year

21

(7.54.2.12) % of target achieved relative to base year

0.0000000000

(7.54.2.13) Target status in reporting year

Select from:

New

(7.54.2.15) Is this target part of an emissions target?

Voluntary Scope 3 emissions reduction goals under our 'Environmental Leadership' focus area

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

We have set a voluntary target - for 30% of suppliers of purchased goods and services (by emissions) to have science-based or other carbon reduction targets by 2030

(7.54.2.19) Target objective

We have set a voluntary target - for 30% of suppliers of purchased goods and services (by emissions) to have science-based or other carbon reduction targets by 2030

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

Engage with suppliers setting out our requirements for suppliers to have a science-based or equivalent carbon reduction target starting with suppliers representing the highest proportion of emissions, such as suppliers of industrial gases.

[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	6	<i>Numeric input</i>
To be implemented	6	0
Implementation commenced	1	1
Implemented	62	6378
Not to be implemented	0	<i>Numeric input</i>

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

Machine/equipment replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

79

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 2 (location-based)
- Scope 2 (market-based)
- Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:

- Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

96521

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

1145714

(7.55.2.7) Payback period

Select from:

- 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

- Ongoing

(7.55.2.9) Comment

Annual monetary savings are calculated based on the electricity and natural gas prices in the reporting year.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

Scope 2 (market-based)

Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

1513

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

83000

(7.55.2.7) Payback period

Select from:

>25 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

Ongoing

(7.55.2.9) Comment

Annual monetary savings are calculated based on the electricity and natural gas prices in the reporting year.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

Compressed air

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

31

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

Scope 2 (market-based)

Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

13952

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

180848

(7.55.2.7) Payback period

Select from:

11-15 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

Ongoing

(7.55.2.9) Comment

Annual monetary savings are calculated based on the electricity and natural gas prices in the reporting year.

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

Process optimization

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

6200

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

Scope 2 (market-based)

Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

130954

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

<1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

Ongoing

(7.55.2.9) Comment

Annual monetary savings are calculated based on the electricity and natural gas prices in the reporting year.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

Machine/equipment replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

57

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)
- Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

- Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

35877

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

274857

(7.55.2.7) Payback period

Select from:

- 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

Ongoing

(7.55.2.9) Comment

Annual monetary savings are calculated based on the electricity and natural gas prices in the reporting year.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

Dedicated budget for low-carbon product R&D

(7.55.3.2) Comment

The business invests in research and development of low carbon processing technologies and Specialist Technologies which are more efficient and have a lower energy consumption and carbon footprint than traditional atmospheric thermal processing treatments.

Row 2

(7.55.3.1) Method

Select from:

Financial optimization calculations

(7.55.3.2) Comment

Ensure that all future investments consider the carbon footprint and opt for lower carbon options.

Row 3

(7.55.3.1) Method

Select from:

- Dedicated budget for energy efficiency

(7.55.3.2) Comment

There is a dedicated group budget for carbon reduction/energy efficiency projects on the site level.

[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

- No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

- Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

- Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

- The EU Taxonomy for environmentally sustainable economic activities

(7.74.1.3) Type of product(s) or service(s)

Other

Other, please specify :Energy-efficient alternative processes e.g. vacuum heat treatment

(7.74.1.4) Description of product(s) or service(s)

Bodycote offers some of the most energy-efficient alternative processes available in the market place that replace less energy efficient and higher carbon heat treatment processes, such as, for example, vacuum heat treatment.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

Estimating and Reporting the Comparative Emissions Impacts of Products (WRI)

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

Gate-to-gate

(7.74.1.8) Functional unit used

£million of heat treatment services provided

(7.74.1.9) Reference product/service or baseline scenario used

Traditional heat treatment (Batch IQ)

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

Gate-to-gate

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

665

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

Total revenues for our low carbon services (vacuum and LPC) are extracted from our finance systems and compared against our total group revenues for the reference year (2024). The energy intensity (kWh/£ revenue) for each of our low carbon services as well as our baseline traditional batch IQ processing are calculated based on our product footprinting tools analysis. The emissions avoided are then calculated based on the energy savings (by delivering our low carbon services to customers rather than traditional batch IQ) and our energy carbon intensity for the group (from our annual carbon reporting metrics).

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

23

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

No

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

	Targets in place	Please explain
	Select from: <input checked="" type="checkbox"/> No, and we do not plan to within the next two years	<i>We do not use significant amount of plastics in our operations.</i>

[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

Other activities not specified

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable to our business operations..

[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to undertake any biodiversity-related actions

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	<i>Select from:</i> <input checked="" type="checkbox"/> No, we do not use indicators, but plan to within the next two years

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

Base year emissions

Electricity/Steam/Heat/Cooling consumption

Fuel consumption

- Year on year change in absolute emissions (Scope 1 and 2)
- Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

Climate change-related standards

- ISO 14064-3
- Other climate change verification standard, please specify :SBTi Corporate near-term criteria

(13.1.1.4) Further details of the third-party verification/assurance process

The verification was conducted in accordance with the ISO 14064-3:2019 Specification with guidance for the verification and validation of greenhouse gas statements to form a limited opinion regarding: 1. Conformance with the general requirements of the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard; and 2. Completeness and accuracy of the underlying activity data and calculated GHG emissions. Based on the verification process and procedures conducted, the verification opinion confirms that there is no evidence that the GHG emissions data reported i) is not materially correct and is not a fair representation of the GHG emissions data and information; and ii) has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Bodycote FY2024 GHG Verification Opinion - Final V1.0.pdf
[Add row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Sustainability Officer

(13.3.2) Corresponding job category

Select from:

Chief Sustainability Officer (CSO)

[Fixed row]

