

A summary of the shareholder questions received ahead of the 2025 AGM, along with the Company's response, is set out below.

1. Biodiversity

Q: With reference to Resolution 1 and the Directors' Strategic Report, we note that Halma has not committed to using the nature reporting framework promoted by the TNFD - Taskforce on Nature-related Financial Disclosures. Faced with the rapid erosion of biodiversity, we want to encourage the adoption of best practices in transparency so that companies report on their impacts, dependencies, risks and opportunities related to nature. Could you give the reasons why your company has not signed up to this reporting framework, and could you make a commitment to shareholders to sign up to this initiative in the near future?

Further to this, and again with reference to Resolution 1 and the Strategic Report, have you considered adopting science-based targets (such as SBTN - Science Based Targets for Nature) in the near future to materialize your ambition to preserve biodiversity? If not, could you provide us with the reasons?

A: Based on work performed as part of our ongoing emerging risk review during FY25, we continue to believe that Biodiversity/Nature and Ecosystems is not a financially material topic for Halma. As a result, we do not intend to commit to disclosure under TNFD, nor target-setting under SBTN as this would not be appropriate for our business.

Our initial light-touch double materiality assessment process is ongoing and we commit to regularly reviewing our materiality and risk assessments as we have done in the past, particularly if circumstances change. We are also fully committed to focus our efforts on the topics and sustainability matters that are material to Halma over the short, medium and long term. We are currently prioritising and focusing our resources on preparing for new upcoming mandatory reporting requirements, such as ISSB, including conducting an initial Double Materiality Assessment.