

# ESG data supplement

## Halma plc – 2024

### Introduction

This data supplement contains the quantitative environmental, people and other ESG-related metrics (including SASB reporting) that the Halma Group currently prepares, and which may be of interest to stakeholders including investors.

This does not represent our full approach to sustainability, which is outlined in our 2024 Annual Report and online at [www.halma.com](http://www.halma.com). In particular, this data only relates to the second and third pillars of our sustainability approach – to “support our people” and “protect our environment”. It does not include qualitative progress updates or information relating to our first pillar “drive growth in sustainability” and does not include narrative updates on key environmental or social metrics.

Further information can be found on our website:

- **Annual Report:**
  - Our sustainability approach and governance
  - How we drive growth in sustainability and details on the impact our companies enable through their products and services
  - Narrative around targets and progress on key environmental metrics and issues
  - Narrative around targets and progress on key employee-related and social metrics and issues
  - TCFD Statement
  - SECR-compliant greenhouse gas and energy tables (including UK-specific data)
- **Emissions Reduction Report 2024:**
  - Further qualitative and quantitative detail on GHG emissions, reduction targets and progress against these
- **Basis of Preparation 2024:**
  - Calculation and reporting methodologies for all environmental data
- **[www.halma.com](http://www.halma.com)**
  - Examples of our purpose in action, the impact enabled by our companies, and approximate impact metrics.

## Environment metrics

### Energy Consumption and Emissions

#### Scopes 1 & 2

	Unit	2024	2023 <sup>5</sup>	2020 <sup>5</sup>
Scope 1: Combustion of fuel and operation of facilities <sup>1</sup>	tCO <sub>2</sub> e	3,933	4,237	5,328
Scope 2 (Location-based) <sup>2</sup>	tCO <sub>2</sub> e	10,721	10,459	13,278
Scope 2 (Market-based) <sup>2</sup>	tCO <sub>2</sub> e	4,605	5,947	13,558
Total gross Scope 1 & 2 emissions (Location-based)	tCO <sub>2</sub> e	14,654	14,696	18,606
Of which UK	tCO <sub>2</sub> e	2,970	2,979	4,093
Total gross Scope 1 & 2 emissions (Market-based)	tCO <sub>2</sub> e	8,538	10,184	18,887
Of which UK	tCO <sub>2</sub> e	1,426	1,692	4,077

Energy consumption used to calculate above emissions	MWh	55,126	56,350	62,825
Of which UK	MWh	16,914	17,259	18,553
Intensity measure – tonnes of total CO <sub>2</sub> e gross emissions per £m of revenue (Market-based) <sup>3</sup>	tCO <sub>2</sub> e/£m	4.1	4.9	N/A
Renewable electricity <sup>4</sup>	%	71	62	8
Natural gas reported as renewable (utilising Market-based instruments)	%	24	20	0

#### Scope 3 category estimates<sup>6</sup>

	Unit	2024 data source	2024	2020
1 & 4: Purchased goods and services (incorporating upstream transportation and distribution)	tCO <sub>2</sub> e	Hybrid estimation <sup>7</sup>	405,588	336,740
2: Capital goods	tCO <sub>2</sub> e	Scaled FY20	3,660	3,721
3: Fuel and energy-related activities not in Scope 1 & 2	tCO <sub>2</sub> e	Calculated annually	1,583	3,308
5: Waste generated in operations	tCO <sub>2</sub> e	Calculated annually	1,872	1,644
6: Business travel	tCO <sub>2</sub> e	Calculated annually	16,240	16,525
7: Employee commuting	tCO <sub>2</sub> e	Scaled FY20	11,881	10,722
11: Use of sold products	tCO <sub>2</sub> e	Hybrid estimation <sup>7</sup>	612,000	579,147
12: End of life treatment of sold products	tCO <sub>2</sub> e	Scaled FY20	398	270

<b>Annually calculated Scope 3 emissions</b>	tCO <sub>2</sub> e	Calculated annually	19,695	21,477
<b>Total Scope 3 emissions</b>	tCO <sub>2</sub> e	Hybrid estimation <sup>7</sup>	1,053,223	952,077

## Water<sup>8</sup>

	Unit	2024	2023
Total Water Withdrawal <sup>9</sup>	m <sup>3</sup>	98,524	96,692
Total Water Withdrawal in water-scarce areas <sup>10</sup>	m <sup>3</sup>	40,854	43,575
Total Water Withdrawal per £1,000 Revenue	m <sup>3</sup> /£1000	0.048	0.052
Total Water Discharge <sup>11</sup>	m <sup>3</sup>	93,597	89,609

## Waste<sup>8</sup>

	Unit	2024	2023
<b>Solid Waste (Non-hazardous)</b>			
Recycled <sup>12</sup>	metric tonnes	3,443	2,676
Non-recycled	metric tonnes	3,266	4,169
Total	metric tonnes	6,708	6,845
Solid Waste (Non-hazardous) Recycled	%	51	39
<b>Solid Waste (Hazardous)</b>			
Recycled <sup>12</sup>	metric tonnes	90 <sup>13</sup>	45
Non-recycled	metric tonnes	17	9
Total	metric tonnes	106	54
Solid Waste (Hazardous) Recycled	%	84	84
<b>Electronic Waste</b>			
Recycled <sup>12</sup>	metric tonnes	20	32
Non-recycled	metric tonnes	5	6
Total	metric tonnes	25	38
Electronic Waste Recycled	%	79	85
<b>Total Solid Waste</b>			
Diverted from landfill	%	52	40
Total production per £1,000 revenue	kg/£1000	3.4	3.7
<b>Liquid Waste</b>			
Total Liquid Waste (Hazardous)	m <sup>3</sup>	42	36
Total Liquid Waste (Non-hazardous)	m <sup>3</sup>	340 <sup>13</sup>	454

## Key goals and performance

	Unit	2024	2023	2020
<b>Scope 1 &amp; 2</b>				
<b>Long term:</b> Net Zero by 2040 <sup>14</sup>				
<b>Medium term:</b> Reduction in emissions by at least 42% by 2030 from 2020 baseline	%	55	46	0

(aligned with 1.5 degree Science-based Target guidance) <sup>15</sup>				
<b>Short term: Achieve 80% renewable electricity by 2025<sup>16</sup></b>	%	71	62	8
<b>Annual: At least 4% annual energy productivity improvements from 2022 baseline<sup>17</sup></b>	%	19	10	N/A
<b>Scope 3</b>				
<b>Long term: Net Zero by 2050<sup>18</sup></b>	ktCO <sub>2</sub> e	1,053	N/A	952

Reporting methodology and scope: We have reported on all the emission sources required under the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. We have employed the Operational Control definition to outline our carbon footprint boundary; included within that boundary are Scope 1 & 2 emissions from manufacturing sites and offices which we own and/or operate. Excluded from our footprint boundary are emissions from manufacturing sites and offices which we do not own and/or operate and emissions considered non-material by the business. We have used the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) and the Environmental Reporting Guidelines (March 2019) including Streamlined Energy and Carbon Reporting (SECR) guidance published by the UK's Department for Business, Energy & Industrial Strategy (BEIS). Full calculation and reporting methodologies for all environmental data can be found in our Basis of Preparation on our website at [www.halma.com](http://www.halma.com).

- 1 - Included in Scope 1 are GHG emissions from direct fuel combustion at our sites, refrigerants, and from fuel use in our company-owned or leased vehicle fleet.
- 2 - Electricity purchased for our own use. Market-based is net of market instruments.
- 3 - Total emissions divided by revenue. Prior to FY24, we included Scope 3 emissions, now excluded as we report against all relevant Scope 3 categories, which includes estimates. Prior to 2021, we did not show market-based Scope 2 emissions. In line with our science-based target, which is calculated using the market-based approach, we have transitioned to showing our intensity measure based on the market-based method. We do not show a recalculated intensity measure for our 2020 baseline.
- 4 - Percentage of total electricity usage, including generated on-site. Current year renewable % reflects the full year impact of acquisitions and disposals made during the period. Comparative figures are not updated for the impact of acquisitions and disposals made in subsequent periods.
- 5 - Our Scope 1 & 2 (market-based) GHG emissions for the year ended 31 March 2020 form the baseline for our Science-based target. Given the acquisitive nature of Halma, we have chosen to apply a 5% prior years threshold for the structural change trigger of acquisitions and disposals. This year we exceeded the threshold for recalculation<sup>20</sup>. We do not recalculate Scope 3 annually calculated emissions for acquisitions and disposals, or errors.
- 6 - Estimated as explained further in our TCFD Statement in our Annual Report and Accounts, and in our Emissions Reduction Report and ESG Data Basis of Preparation document at [www.halma.com](http://www.halma.com). Neither our 2024 figures or our baseline have been recalculated for acquisitions and disposals in 2023 and 2024, given data limitations. We expect to do a fuller bottom-up estimate on a periodic basis to enable us to include the impact of our multiple small acquisitions.
- 7 - Categories 1 & 4: Purchased goods and services (incorporating upstream transportation and distribution) 16% modelled, 84% scaled from FY20. Category 11: Use of sold products 67% modelled, 33% scaled. Total Scope 3 emissions 45% modelled, 55% scaled.
- 8 - We do not recalculate prior years' Water or Waste for acquisitions.
- 9 - Water is withdrawn from and discharged to municipal/third party sources, except for one facility which utilises a ground water source (not located in a water-scarce area). The amount withdrawn from ground water is estimated to be approximately 1% of total water withdrawal.
- 10 - Defined as manufacturing, testing or R&D sites, or Hubs and Group Head Offices employing more than 50 people, operating in areas of 'high (40-80%)' or 'extremely high (>80%)' baseline water stress, according to the World Resources Institute's Water Aqueduct Water Risk Atlas Tool.
- 11 - Estimated at 95% of total water withdrawals. Calculated at entity level, aggregated to Group.
- 12 - Approximately 517 (2023: 328) metric tonnes of non-hazardous solid waste and 9 (2023: 3) metric tonnes of hazardous solid waste included within the recycled waste were incinerated with energy recovery.
- 13 - Figures reflect improvements in data capture and reporting at the Company level.
- 14 - Market-based calculation of Scope 2 emissions. Our Net Zero target is aligned with guidance from the Science-based Targets institute (SBTi). We will reach Net Zero by reducing emissions as much as is feasible before using carbon removal instruments. We do not expect to use carbon offsets, as set out in our Emissions Reduction Report at [www.halma.com](http://www.halma.com).
- 15 - Market-based calculation of Scope 2 emissions. This target is aligned with guidance from the Science-based Targets institute (SBTi) and is an absolute measure aligned with the non-sector specific 1.5-degree emissions pathway. This target has not been verified, as SBTi verification requires our target to include Scope 3.
- 16 - Current year renewable % reflects the full year impact of acquisitions and disposals made during the period. Comparative figures are not updated for the impact of acquisitions and disposals made in subsequent periods.
- 17 - Revenue/energy consumed. Cumulative straight-line increase from 2022. Due to the inclusion of this metric in remuneration, it is calculated on a different basis to Scope 1 & 2 emissions and renewable electricity percentage. Revenue is adjusted to a constant currency basis, and both revenue and energy are adjusted to exclude all acquisitions and disposals since 2022. This target was set using the EP100 initiative minimum commitment (to double energy productivity over 25 years).
- 18 - Not aligned with guidance from the Science-based Targets initiative (SBTi). See further commentary in the Metrics and Targets section of the TCFD Statement.

## People Metrics

	Unit	2024	2023
Employment Profile			

Total Number of Employees <sup>1</sup>	Number	8,615	8,203*
<b>Employment Profile by Geography<sup>1</sup></b>			
United States of America	Number	2,856	2,754
Mainland Europe	Number	1,685	1,475
United Kingdom	Number	2,564	2,478
Asia Pacific	Number	1,288	1,281*
Other countries	Number	222	215
<b>Employment Profile by Type<sup>1</sup></b>			
Full time	Number	8,322	7,926*
Part time	Number	294	277
<b>Gender Diversity<sup>2</sup></b>			
Board of Directors	%	45	45
Senior Management <sup>3</sup>	%	30	29
Other Employees <sup>4</sup>	%	42	41
Executive Board	%	50	55
Halma Catalyst (Graduate) Programme <sup>5</sup>	%	42	42
Mean Gender Pay Gap (UK and US)	%	15.7	17.9*
<b>Ethnic Diversity</b>			
Board of Directors	%	18	18
Senior Management <sup>3</sup>	%	18	16
Senior Leaders <sup>6</sup> – Halma definition <sup>7</sup>	%	17	n/a
Senior Leaders <sup>6</sup> – Parker Review definition <sup>7</sup>	%	27	n/a
Executive Board	%	38	27
Halma Catalyst (Graduate) Programme <sup>5</sup>	%	38	36
<b>Employee Engagement</b>			
Response Rate	%	83	85
Engagement Score	%	76	76
<b>Health and Safety</b>			
Group Accident Frequency Rate <sup>8</sup>	Number	0.05	0.08
Days lost to preventable work injuries	Number	130	455
Total recorded injuries to all employees	Number	249	320
<b>Community Engagement</b>			
Charitable donations <sup>9</sup>	GBP (£)	65,554	125,196

\* restated

## Key Goals and performance

	Unit	2024	2023
Achieve a gender balance between 40% to 60% across all company Boards by 31 March 2024. Revised target date of 31 March 2030.	% female	31	29
Senior Leaders <sup>6</sup> that will be from under-represented ethnic groups by December 2027 – Halma definition <sup>7</sup> – Target: 20%	%	17	n/a – new target set in 2024
Achieve 74% employee engagement score annually	%	76	76
Achieve an Accident Frequency Rate <sup>8</sup> of <0.02 <sup>10</sup>	Number	0.05	0.08

1 - Average number of persons employed by the Group (including Directors). The data highlighting the split by geography is based on the location of entity.

2 – Gender balance is calculated as number of females divided by the total number of incumbents in role.

3 - Defined as Executive Board members who are not appointed to the Halma plc Board, Divisional Chief Executives and Directors of our companies.

4 - Excludes the senior management and the Board of Directors at Halma plc.

5 - Based on number of graduates currently in the programme.

6 – Defined as Executive Board members and their direct reports.

7 – Parker Review defines ethnic diversity as Black, Asian or any other race or ethnicity that is not the white majority of the UK population as defined by the Office for National Statistics and used in the 2021 UK census. The Halma definition does not count those who are not ethnic minorities in the region where they work as being ethnically diverse.

8 - Accident Frequency Rate (AFR) is the total number of reportable incidents (injury incidents which result in more than three working days lost) in the period divided by the number of hours worked in that period by employees (including temporary staff and any overtime) multiplied by 100,000 hours (representing the estimated number of working hours in an employee's work lifetime).

9 - Includes all donations made by our companies or our head offices over our internal reporting threshold of £250 per individual donation.

10 - The target is set at the lowest rate we have achieved as a Group and was re-set at <0.02 in 2021

## Other metrics

	Unit	2024	2023
<b>Compliance</b>			
ISO 14001 (environmental management)	% of sites	Updated every 2 years	20
ISO 14001 (environmental management)	% of Total Revenue		24
ISO 9001 (quality management)	% of sites		62
ISO 9001 (quality management)	% of Total Revenue		75
ISO 45001/BS OHSAS 18001 (health and safety)	% of sites		17
ISO 45001/BS OHSAS 18001 (health and safety)	% of Total Revenue		17
<b>Compliance Training</b>			
Training on Modern Slavery Act	Number of employees	650	550
Training on Anti-bribery and Corruption policy	Number of employees	650	600
Training on Competition Law and Competition Compliance	Number of employees	450	400

## SASB Metrics

SASB standards (now part of the IFRS Foundation) set out sustainability reporting standards for various sectors. The following table summarises our responses to those disclosures against which we are currently able to report under the sector-specific standard for Electrical & Electronic Equipment. We will continue to review our reporting and where we can improve against SASB disclosures, including reviewing any relevant amendments to the SASB standards published in December 2023 as part of our preparation for IFRS sustainability reporting. Disclosures which are either not relevant to our business, or against which we do not currently report, are not shown below.

Topic	Metric	SASB Code	Unit	2024	2023 <sup>3</sup>
Energy Management <sup>1</sup>	(I) Total energy consumed	RT-EE-130a.1	MWh	49,593	48,053
	(II) Percentage grid electricity	RT-EE-130a.1	%	67	68
	(III) Percentage renewable	RT-EE-130a.1	%	57	49
Activity metrics	Number of employees	RT-EE-000.B	Average Number	Please see page 5 above	
Hazardous Waste Management <sup>2</sup>	Amount of hazardous waste generated, percentage recycled <sup>2</sup>	RT-EE-150a.1	Please see hazardous waste disclosure tables above		
Business Ethics	Description of policies and practices for prevention of: (I) corruption and bribery and (II) anti-competitive behaviour	RT-EE-510a.1	Please see the Non-financial & Sustainability Information Statement on pages 100-103 of our Annual Report and Accounts 2024		
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2		£nil or not material	£nil or not material
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulation	RT-EE-510a.3		£nil or not material	£nil or not material

1 - Measured in MWh not GJ. (I) includes gas, electricity and fuel consumed for heating and other machinery. It excludes fuel for business travel and therefore will not reconcile with the figures disclosed in the SECR-compliant GHG emissions table. (II) and (III) are calculated as a percentage of (I) and (III) includes renewable gas, and therefore will not reconcile with other renewable energy figures disclosed in this report.

2 - Hazardous waste is defined in accordance with the legal or regulatory framework applicable within the country/jurisdiction where the waste is generated, or if this is not available, in accordance with the EU Waste Framework Directive. Percentage recycled excludes incineration with energy recovery.

3 - These comparative figures are as reported in the prior year, and are not recalculated for the impact of acquisitions and disposals made in the current year.

4 - Restated.