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I. Introduction and definitions

This document summarises the basis under which Convatec Group Plc (Convatec) reports against Environmental, Social and Governance (ESG) metrics for which it receives assurance.

ESG metrics covered in this report	
Quality	<ul style="list-style-type: none"> Complaints per million (CPM)
Diversity, Equity & Inclusion (DE&I) and Wellbeing	<ul style="list-style-type: none"> % females among Convatec Executive Leadership Team (CELT) and senior management (CELT+1)
Health & safety	<ul style="list-style-type: none"> Operations hazard observation rate Operations lost time injury rate
Environment	<ul style="list-style-type: none"> Scope 1 emissions (tonnes CO₂e)
	<ul style="list-style-type: none"> Scope 1 energy consumption (MWh)
	<ul style="list-style-type: none"> Scope 2 emissions – Market Based (tonnes CO₂e)
	<ul style="list-style-type: none"> Scope 2 emissions – Location Based (tonnes CO₂e)
	<ul style="list-style-type: none"> Scope 2 energy consumption (MWh)
	<ul style="list-style-type: none"> Emission intensity (tonnes CO₂e / \$million revenue)
	<ul style="list-style-type: none"> Energy intensity (MWh / \$million revenue)

For the metrics above, Deloitte LLP has provided third-party limited assurance in accordance with the International Standard for Assurance Engagements 3000 (ISAE 3000) and Assurance Engagements on Greenhouse Gas Statements (ISAE 3410) issued by the International Auditing and Assurance Standards Board (IAASB).

A full copy of Deloitte's assurance statement for Convatec Group Plc may be found at <https://www.convatecgroup.com/sustainability/esg-reports-and-data/>

Please direct any questions to esg@convatec.com

FY24 ESG Basis of reporting

Reporting period: Unless otherwise noted, the reporting period for all metrics in this basis of reporting is 1 January to 31 December of the reporting year.	
Definitions	
Complaints per million (CPM)	<p>The average monthly CPM during the reporting year.</p> <p>Where</p> <ul style="list-style-type: none"> Monthly CPM equals $\frac{\text{Number of complaints the current month}}{\text{Average sales eaches for 6 previous months excluding the current month}} \times 1,000,000$ <ul style="list-style-type: none"> Complaint is any written, electronic, or oral communication from an internal or external party that alleges deficiencies related to the identity, quality, durability, reliability, safety, effectiveness, or performance of a device after it is released for distribution Eaches represent the total number of units sold, (e.g. 3 packs of 5 products per pack would be recorded as 15 eaches)
% females among CELT and senior management (CELT+1)	<p><u>Total number of females in the CELT and senior management</u> <u>Total employees in the CELT and senior management</u> at point in time of 31 December of reporting year</p> <p>Where</p> <ul style="list-style-type: none"> Senior management is defined as direct reports of CELT members, excluding executive assistants.
Operations Hazard observation rate	<p>Operations hazard observation rate =</p> $\frac{\text{Total number of hazard observations and near misses at our manufacturing sites}}{\text{Hours worked}} \times 200,000$
Operations lost time injury rate (LTIR)	<p>Operations LTIR =</p> $\frac{\text{Total number of lost time injuries in our manufacturing sites}}{\text{Hours worked}} \times 200,000$ <p>Where</p> <ul style="list-style-type: none"> Lost time injury is a work-related injury sustained by an employee that results in absence from work. Hazard observation is the observation of an unsafe act or condition which could have led to an accident, incident or near miss (near miss is defined as an event which has potential to cause harm, but no harm was incurred). Hours worked = Employee headcount x average contracted hours worked in the month per individual.
Scope 1 emissions (tonnes CO ₂ e)	<p>Greenhouse gas emissions arising from fuels combusted for the purpose of energy generation owned by the company and fugitive gases. This includes use of diesel, natural gas, refrigerant leakages and fuel for leased company vehicles.</p> <p>See detailed calculations below.</p>
Scope 2 emissions (tonnes CO ₂ e)	<p>Greenhouse gas emissions arising from the generation of purchased electricity, steam, heat or cooling consumed by the company that is purchased or otherwise brought into our financial boundary. These emissions physically occur at the facility where the energy is generated.</p>
Scope 1 and 2 emission intensity (tonnes CO ₂ e / \$million revenue)	<p>Scope 1 and 2 greenhouse gas emissions normalised by revenue</p> <p><u>Scope 1 + Scope 2 emissions (tCO₂e)</u> <u>\$million revenue</u></p>
Scope 1 energy consumption (MWh)	<p>Energy consumption arising from fuels combusted for the purpose of energy generation owned by the company. This includes use of diesel, natural gas and fuel for leased company vehicles.</p>
Scope 2 energy	<p>Energy consumption from the generation of purchased electricity, steam, heat or cooling consumed by the company that is purchased or otherwise brought into our financial boundary.</p>

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consumption (MWh)	
Energy intensity (MWh / \$million revenue)	Energy consumption (defined above) divided by \$million revenue.
Employee	In the above ESG metrics 'employees' include: <ul style="list-style-type: none"> Permanent – employee covering a permanent basis on an approved position Temporary – any employee covering a permanent position (including for individuals on leave) on a temporary basis regardless of the kind of contract (e.g., third party agency, contractors, etc). Fixed term – employee covering a permanent basis on an approved position for a specific contract length
Market based	Reflects supplier specific emissions from energy sources purposefully chosen.
Location based	Reflect average emissions from energy sources. (e.g grid-average emission factor for electricity purchased in a given country)

II. Restatement policy

For all assured ESG metrics, recalculation of prior years' data will be undertaken if a material change is identified, resulting in a change of greater than 5%. For example, a material change could be due to several potential factors, including an acquisition or divestiture of a business or part thereof, the closure of a manufacturing site, access to better quality data, change in data classifications, or discovery of a data reporting error (significant or cumulative) from a previous year. Recalculation was required for CPM in the reporting year, as described below.

III. Reporting methodologies (boundaries, calculation, exclusions)

CPM – direct to consumer

Reporting boundaries:

This metric includes Convatec branded medical device products designed and developed by Convatec, where Convatec is the legal manufacturer, and therefore in scope for the Convatec Global Quality Management System. including our three direct to consumer categories (Advanced Wound Care, Ostomy Care and Continence Care). This includes all medical devices that are marketed by Convatec whether manufactured by Convatec, its companies and/or business partners and all products manufactured by Convatec for which Convatec has regulatory or contractual responsibilities.

Calculation method:

- Quality Management System certification: Convatec Global Quality Management System (QMS) operates under one certified Quality Management System.
- Input data sources:
 - Complaints – Data extracted from TrackWise (complaint handling system)
 - Eaches – Sales units data extracted from the management reporting
- Description of the complaint reception process
 - Complaints can be received in several different ways, including but not limited to email, conferences/user forums/expert panels, customer remarks to sales and marketing teams, or telephone. All complaints are assessed to establish whether it represents a valid complaint per Complaint Definition 21 DFR 820.3(b).
- Complaints and eaches included in the published metric:
 - The data are filtered to align with the Business Units in scope of the metric and the Convatec Legal Responsibilities toward those Finished Good Complaints under the QMS.
 - Certain complaints and eaches are excluded from the published metric. The scope of CPM only includes medical device products designed and developed by Convatec, where Convatec is the legal manufacturer. This includes all medical devices that are marketed by Convatec whether manufactured by Convatec, its companies and/or business partners and all products manufactured by Convatec for which Convatec has regulatory or contractual responsibilities.

- Calculation:
 - Complaints: Summed to the total valid complaints received within the month
 - Eaches
 - Step 1 - Monthly total of eaches after applying the filters above
 - Step 2 - Average taken of the previous 6 months excluding the current month. E.g. July eaches is the average of January to June (The average values of eaches sold will be lagged by one month to account for stock holding and align with the timing of the sales and complaints).
 - CPM:
$$\frac{\text{Number of complaints the current month}}{\text{Average sales eaches for 6 previous months excluding the current month}} \times 1,000,000$$

Recalculation of data in 2025

During the last 5 years, Convatec completed the divestiture of the Critical Care Business Unit, Integrated new businesses, initiated products obsolescence and launched new products which implies that the data are dynamic and required to be recalculated in order to consider what is currently in scope of the Corporate Quality Management System.

Given that CPM is a ratio of complaints received to products sold for the scope defined above, a recalculation of the prior year's CPM data was required to effectively measure the impact of reducing complaints per million for the products that remained in the business, and in the scope of the global quality management system, thus to ensure an accurate and fair comparison over the last 5 years.

The recalculation of CPM for the past five years to represent B2C categories allows us to present data that better reflects the current business environment, ensuring that we are making meaningful comparisons when evaluating improvements or trends. This updated approach will provide a clearer picture of how we have progressed in addressing customer complaints and will allow us to make more informed decisions moving forward.

IV. DE&I and Wellbeing

Metric: Percentage of females among senior management and CELT roles combined

Reporting period: Calculated on employees on a point in time basis, as of 31 December of the calendar year.

Calculation: Calculated as total females in the CELT and senior management divided by total employees in the CELT and senior management.

Reporting boundaries: historically, and for the current year, this metric includes all employees including fixed term; permanent and temporary.

- Female is defined as an employee's gender at birth and / or what is indicated on legal documents (e.g., passport). It is not defined by gender identity.
- Gender is entered by an employee or HR into our global human resources information system at the point of hire.
- For purposes of the annual report, 'senior management' includes direct reports of CELT members, excluding executive assistants and roles not considered senior leaders, equivalent to chief of staff/project manager roles. For any employees for which we are not able to obtain gender data, such as an employee who elected not to disclose their gender, the approach is to apply the same proportion of male vs. female in the total population known to the missing data which maintains the same organisational-level results.
- Senior management population (CELT and CELT+1) can change from year to year to meet business requirements and other factors. In 2024, there were 12 CELT members and 66 CELT+1.

V. Health and safety

Metrics: Operations LTIR and hazard observation rate

Reporting boundaries

- Convatec had a number of facilities in 2024, including offices, distribution centres and 8 manufacturing sites.
- These metrics are only reported for Operations which comprises the 8 manufacturing sites, and includes remote Operations employees.
- This metric includes all employees including fixed term, permanent and temporary.

Incident reporting

All events reported are classified as either accidents, incidents, near miss events or hazard observations. Accident categories include lost time, recordable, restricted duty, occupational health and first aid injuries.

Definitions

Actual hours worked by employees and contractors are used wherever possible. Where this is not possible, it is calculated as Total full time equivalent headcount multiplied by the average contracted hours worked in the month per individual.

- A lost time injury is a work-related injury sustained by an employee that results in absence from work.
- The lost time incurred is counted from the first full working day absent following the incident until the individual returns to work, capturing all full days absent, including weekends.
- A hazard observation is the observation of an unsafe act or condition which could have led to an accident, incident or near miss.
- A near miss is an event which had the potential to cause harm, but no harm was incurred.

VI. Energy and emissions

Base year

- Our base year for GHG metrics and targets is 2021, aligned to our SBTi validated Science Based Target year.

Reporting boundaries

- Convatec use a financial control approach, as such where Convatec has the ability to direct its financial & operating policies, with a view to gaining economic benefits from its activities, then the emissions are included within the Scope 1 & 2 data.
- The environmental data reporting year is consistent with the financial reporting year for all years prior to, and including, 2024.
- The environmental indicators cover Convatec's global operations with no exceptions. In 2024 this included 8 manufacturing sites and 118 other buildings consisting of: Research and Development centres, warehouses, offices and retail centres.

Reporting framework

Convatec has developed and tailored its list of energy and GHG key performance indicators (KPIs) in line with its material issues, business reporting requirements, ESG indexes/surveys and the latest UK guidance, including:

- The Greenhouse Gas (GHG) Protocol¹ (WRI, WBCSD)
- Streamlined Energy and Carbon Reporting (SECR)
- Energy Savings Opportunity Scheme (ESOS)
- Task Force on Climate-related Financial Disclosure (TCFD)
- The group's KPI and core sustainability metrics

Greenhouse gases

In accordance with the Kyoto protocol the group measures and reports emissions arising from the seven main greenhouse gases that contribute to climate change, namely carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), Sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). No exclusions of specific gases have been made based on materiality.

The effect of these emissions is reported as a single figure, carbon dioxide equivalent (CO₂e), which represents their combined Global Warming Potential. Convatec uses AR5 GWPs as per the latest emission factors guidance from the UK's Department for Energy Security & Net-Zero (DESNZ).

¹ <https://ghgprotocol.org/corporate-standard>

GHG methodology summary

Type	Data source	Conversion factors/ Reference
Scope 1 fugitive emissions	<ul style="list-style-type: none"> Amount of each refrigerant charge added to cooling systems within the company's operations Leakage emissions are estimated for all non-manufacturing sites and two manufacturing sites² that do not provide data using two methodologies 	<p>Emission factor published by DESNZ or IPCC</p> <p>SECR guidance</p>
Scope 1 mobile emissions	<p>2024</p> <ul style="list-style-type: none"> Fuel consumption (litres/fuel type) reported by fuel card providers Mileage/Car type claimed by drivers through travel expense system Mileage/Car fuel type reported by drivers if fuel card provider cannot report on fuel consumption Fuel costs (litre/fuel) claimed through travel expense system 	<p>DESNZ emission factors: depending on data source:</p> <p>Fuel/litres - Emissions per litre of fuel by type</p> <p>Mileage based - Emissions per km/mile per fuel type/car type</p>
Scope 1 stationary emissions	<ul style="list-style-type: none"> Amount of natural gas and diesel consumed at company sites 	<p>DESNZ emission factors.</p> <p>An assumed efficiency ratio of 30% fuel to energy is applied to the calculation of energy generated by Diesel back-up generators</p>
Scope 2 indirect emissions	<ul style="list-style-type: none"> Consumption of purchased electricity and heating is collected across different sites Market-based emissions calculations use supplier specific emission factors, obtained through the procurement of green energy. Residual mix emissions are applied, where Renewable Electricity Certificates are not purchased. All market-based contractual instruments follow the GHG Protocol Scope 2 quality criteria. 	<p>DESNZ and IEA emission factors.</p> <p>Emission factors from Re-DISS (Europe) and Green-e (U.S and Canada)</p> <p>Danish District Heating Supplier Vestforbraending published emission factor for the reporting year</p> <p>All market-based contractual instruments follow the GHG Protocol Scope 2 quality criteria.</p>

GHG calculation summary

Metric	Calculation	Data hierarchy / estimations
Total Scope 1 & 2 GHG emissions (Market based)	<ul style="list-style-type: none"> Sum of 'Direct Scope 1 GHG emissions' + 'Indirect Scope 2 (market based) GHG emissions' 	<p>Where fugitive emissions data is not available, estimations are applied using an average intensity figure generated from the pool of actual data by dividing floor area by the carbon emissions for each and then averaging across the pool of sites. This intensity factor is then multiplied by the total floor area of sites with no data and used to calculate refrigerant leakage.</p>
Total Scope 1 & 2 GHG emissions (Location based)	<ul style="list-style-type: none"> Sum of 'Direct Scope 1 GHG emissions' + 'Indirect Scope 2 (location based) GHG emissions' 	<p>Estimated data coverage:</p> <ul style="list-style-type: none"> 14.9% of fugitive emissions (2023: 13.9%) This accounts for 0.2% of total Scope 1 emissions (2023: 0.5%)

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Total Scope 1 & 2 Energy Consumption	<ul style="list-style-type: none"> Sum of 'Direct (Scope 1) Energy Consumption' + 'Indirect (Scope 2) Energy Consumption' 	<p>An intensity estimate is calculated for those 'out of scope' sites with no primary data collected. An average intensity figure is generated from the pool of actual data by dividing floor area by the energy used for each and then averaging across the pool of sites. This intensity factor is then multiplied by the total floor area of sites with no data and used for both electricity and natural gas as the primary energy sources used</p> <p>Estimated data coverage;</p> <ul style="list-style-type: none"> 2.5% of electricity consumed (2023: 2.5%) 2.6% of natural gas consumed (2023: 4.6%) <p>The following hierarchy is applied to Scope 1 stationary emissions and Scope 2 emissions;</p> <ol style="list-style-type: none"> Supplier invoices Energy meter readings (or tank level readings for Diesel in generators) Building share fill – If consumption is known for an entire building, an estimate is calculated using Convatec floor area share divided by total floor area to generate a % split of a share of a building's energy usage. Intensity fill – If no raw data is supplied, an intensity estimate is generated using the methodology highlighted above
Greenhouse gas emissions normalised by revenue (tCO ₂ e/\$million revenue)	<ul style="list-style-type: none"> Sum of 'Total Scope 1 & 2 GHG emissions' / 'group revenue for the reporting period' 	
Energy Intensity (MWh / \$million revenue)	<ul style="list-style-type: none"> Sum of 'Total Scope 1 & 2 Energy Consumption' / 'group revenue for the reporting period' 	

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Exclusions

Scope 1 & 2

We ensure that >95% of our Scope 1 & 2 emissions are included within our footprint, in compliance with our SBTi validated Science Based Target.

Exclusion	Mitigation step	Basis for exclusion
Volatile Organic Compounds (VOCs) arising from the use of industrial denatured alcohol (IDA)	A regenerative thermal oxidiser is used to combust any VOC's extracted from the process at our Rhymney manufacturing plant, using natural gas which is captured in our Scope 1 emissions reporting.	Based on the site testing data collected via stack emissions tests, VOC emissions are estimated to be 1.5 tCO ₂ e per year. As this is less than 0.02% of our total Scope 1 emissions, it is deemed to be immaterial.

Out of Scope Emissions

Out of Scope	Mitigation step	Basis for exclusion
Biogenic emissions	Bioethanol or a bioethanol fuel blend is used in some company owned vehicles as part of our Scope 1 mobile emissions data collection methodology detailed above.	Biogenic emissions are associated with the CO ₂ emitted during the combustion of fuels. The CO ₂ is considered to be sequestered during the production of the fuel and as such reported outside of the GHG reporting boundary. Biogenic emissions from the consumption of bioethanol in our vehicle fleet is calculated using DESNZ emission factors. Biogenic emissions account for 32 tCO ₂ e per year. As this is less than 0.3% of our total Scope 1 emissions, it is deemed to be immaterial.