SCOTT TECHNOLOGY LIMITED

Sustainability Report

SCOTT

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Good governance and responsible business practice remain at the core of Scott's success. The Board is committed to the highest standards of transparency and accountability, with ESG integration deepening into Destination 2030.

Our goal to reduce Scope 1 and 2 carbon emissions by 30% by 2030 – from our baseline year of 2022 – remains an ESG priority. While revenue has grown by nearly 25% since FY22, emissions have trended downwards by 9%, showing early signs of decoupling growth from emissions. This is only the beginning, with further initiatives in renewable energy, logistics optimisation and lifecycle services that will accelerate progress.

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Contents contained in this document are direct extraction from Scott Technology Limited 2025 Annual Report

By Hayley Hindmarsh – GM of People

CULTURE AND COMMITMENT

Our people are the heart of our business. This principle sits at the core of Destination 2030, with High-Performing Teams and One Scott as two people-centric enablers of our strategy. Their purpose is clear, to maximise talent, strengthen performance, accelerate innovation and deepen customer impact by harnessing the full energy and talent of our teams to support the drive towards sustainable, profitable growth.

Our global workforce of more than 600 people across 10 countries and four generations brings together experience, fresh ideas and creativity. From graduates to long-tenured specialists (with the current longest tenure being 46 years), this diversity is what enables us to innovate, collaborate and deliver as One Scott.

To get the best from our talent, we must understand their experience, which is why listening, measuring and acting on feedback is critical. This February, we launched a new global culture platform to enable industry-wide benchmarking. Eighty-five percent of our people took part in our first global engagement survey, sharing nearly 2,000 comments.

The results showed real cultural strengths. Ninety-one percent said they can take time out when needed, reflecting strong trust and flexibility. Eighty-eight percent said they understand how their work contributes to Scott's broader goals. Eighty-seven percent said they know what they need to do to succeed in their role.

These are not easy outcomes. They show that across Scott our people feel connected to purpose and supported in their day-to-day work.

Under Mike's leadership we also saw progress in leadership growth under our new domain-focused structure, with five senior leaders promoted internally this year, a strong signal that we are building talent from within.

> *"Across Scott our people feel connected to our purpose and supported in their day-to-day work."*

Our culture survey also showed areas where we must improve, and our people told us clearly where we can do better. Acting on what we hear is how we will strengthen engagement, improve retention and make Scott a place where people want to stay, grow and contribute. We now have more than 40 culture actions under way across the Group.

Our Destination 2030 – People Strategy sets ambitious targets – from reduction of voluntary turnover below global benchmark, to exceeding industry benchmarks on engagement and employee net promoter score by 2030. Scott is building the kind of culture that attracts the best, develops leaders and delivers sustainable performance.

By investing in our people today, we are strengthening Scott's long-term resilience, innovation and growth.

> *"This reflects our commitment to act where we can, to keep learning and to provide opportunities that will grow year by year. "*

Building Pathways for Women in Engineering

We know that diverse teams deliver better solutions. That's why we're taking practical steps to support more women into engineering, especially in technical and leadership roles where representation remains limited.

Now in its third year, our partnership with the University of Canterbury gives women the chance to combine academic study with real-world experience through the Scott Women in Engineering Scholarship and Internship Programme.

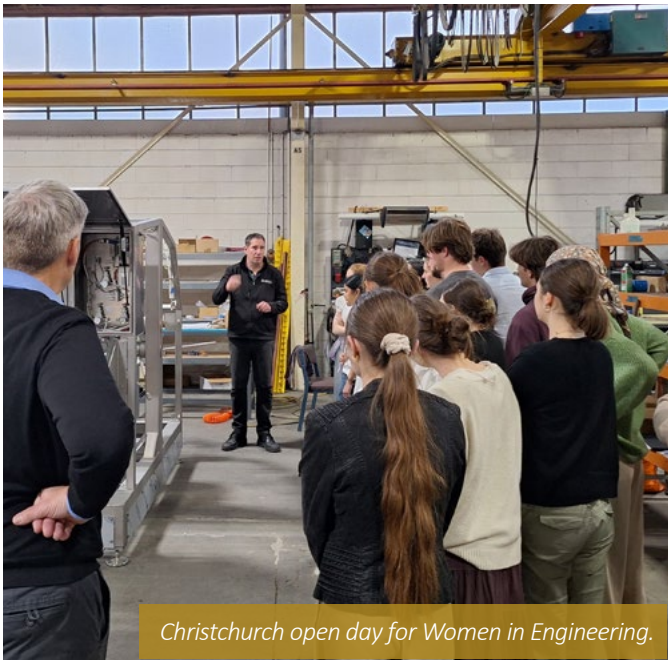
The initiative provides financial support, mentoring and paid work experience, these are small steps but meaningful ones in broadening the pathways into engineering careers.

This year, the quality of applications was so strong that we expanded the programme beyond its original scope. While it traditionally offers one person a scholarship and one internship, we awarded the scholarship and internship to Heidi van der Peet who will join our Christchurch team and offered an additional internship to India O'Neill, who will join our Rocklabs team in Auckland.

We know this won't change industry-wide gender diversity overnight, but it reflects our commitment to act where we can, to keep learning and to provide opportunities that will grow year by year.

Foundations of High-Performing Teams

Together, these initiatives – from listening and acting on feedback, to strengthening health and safety, to broadening pathways for diverse talent – are about more than culture alone. They are the foundations of High-Performing Teams and High-Performing Teams are what will enable Scott to deliver on Destination 2030. By investing in our people, we strengthen the resilience, innovation and customer focus that underpins sustainable, profitable growth.



Christchurch open day for Women in Engineering.

> *"The scholarship and internship are providing me with the valuable opportunity to translate my engineering studies into practical experience within the industry. I'm looking forward to learning from the experienced engineers at Scott Technology and joining the team who are shaping the future of automation."*
>
> - Heidi van der Peet, studying Mechanical Engineering.

India O'Neil – our newest Rocklabs intern.

> *"This internship is an opportunity to build confidence and skills in an environment that values diversity and innovation. It makes me feel that there's a strong path forward in engineering."*
>
> - India O'Neill, studying Engineering specialising in Mechatronics.

By Kasia Liu – Group Health and Safety Manager

HEALTH AND SAFETY

Health and Safety remains our priority. In FY25 we strengthened our Health, Safety, Wellbeing and Environment (HSWE) systems through new initiatives, including enhanced safety leadership conversations, expanded hazard reporting and refreshed global standards.

These actions reflect our commitment to honouring our Dunedin colleague's memory through continual improvement and the protection of everyone who works with and for Scott.

Investing in Leadership

Two global Bowtie workshops were held on potential energy critical risks, engaging subject matter experts from five regions.

In FY25, our Lost Time Injury Frequency Rate (LTIFR) was 2.89, and our Total Recordable Injury Frequency Rate (TRIFR) was 5.78. These highlight the importance of continued investment in leadership capability, behavioural safety, proactive reporting and critical risk management.

In FY26, we will bring the HSWE further with a modernised One Scott platform, QR codes linking directly to risk guides and real-time access for all employees across devices. Behavioural safety will be at the centre of our engagement approach, emphasising leader-led safety conversations, peer checks and feedback, with recognition shifting from compliance to genuine commitment.

We will also continue to refine how we measure health and safety, focusing not only on injury statistics but also on the quality of safety conversations, verification of critical controls, timely close-out of actions, and learning from work.

What matters most is the continued effort to embed health and safety into every decision, every process and every workplace interaction.

Our commitment remains to learn from every incident, strengthen our controls ensuring that health and safety remains a top priority at Scott.

By Mark O'Malley – Chief Financial Officer (CF0)

SUSTAINABLE AND PROFITABLE GROWTH

If there is a central theme across this FY25 Annual Report, it is that Scott is forming a long-term view of both our company and the industries we serve. Within this context, ESG is best considered as an important part of that future perspective.

In FY24, we introduced our Double Materiality Matrix, a dual-perspective framework comprised of Impact and Financial Materiality. Impact Materiality (Inside-Out) evaluates the social and environmental effects of our operations and value chain, assessing scale, scope and impacts that can't be reversed. Financial Materiality (Outside-In) assesses external factors that could affect Scott's financial performance, from the magnitude of risks to the likelihood of opportunities.

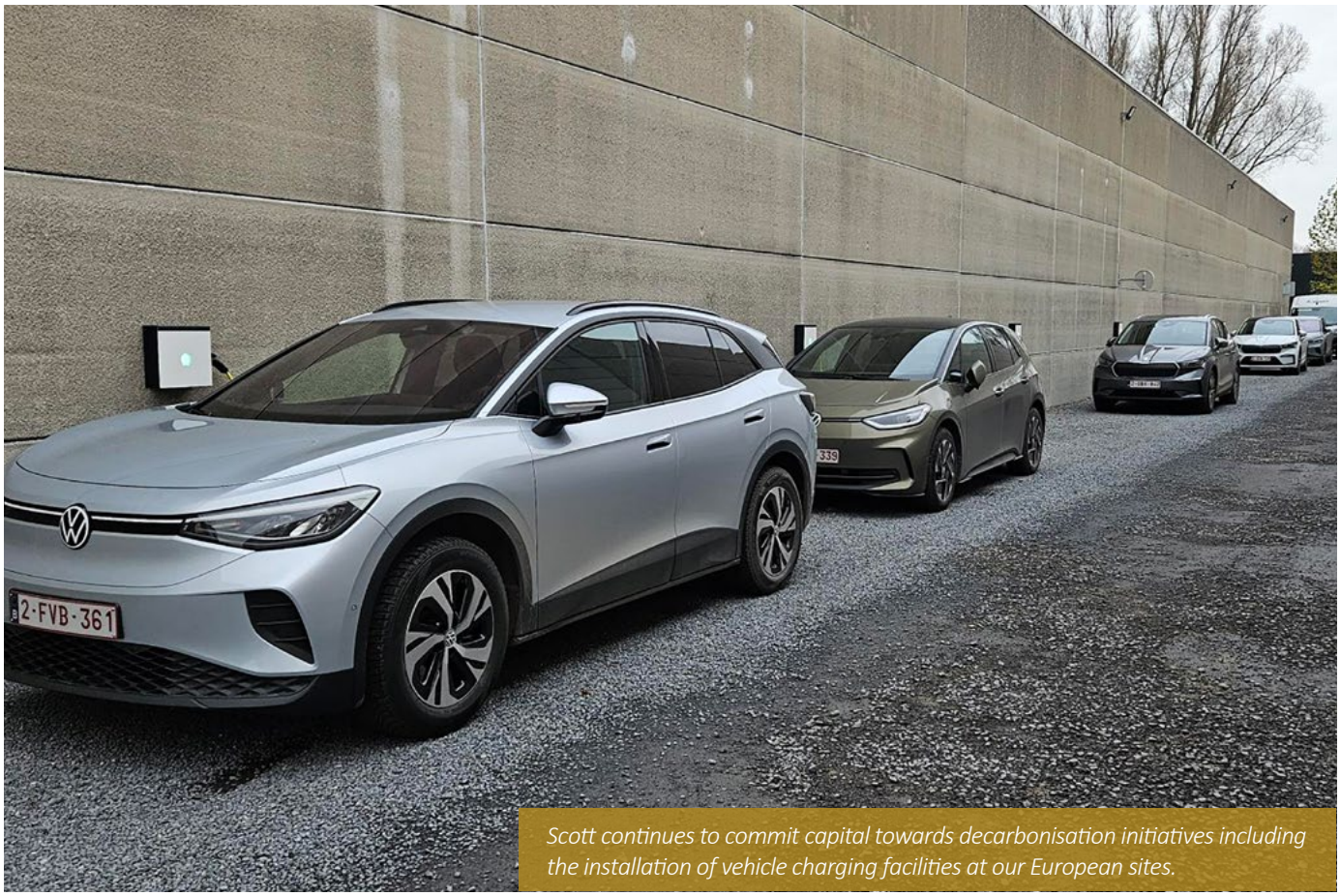
The FY24 assessment was informed by horizon scans, surveys and interviews with customers, suppliers, employees, directors and industry bodies, refining our focus on areas most critical to both our business and our wider ecosystem. Now that we have set out our Destination 2030 business strategy, the ESG focus areas are no longer sitting on the parallel track but are woven into the execution of Destination 2030, with integration still deepening across certain streams.

30% Carbon Reduction by 2030

In FY22, which serves as the baseline year for our reduction target, Scott reported 1,811 tonnes of CO_2e from Scope 1 and 2 emissions. This year, we've reported Net Scope 1 and 2 GHG emissions of 1,645 tonnes CO_2e – a 8.9% decrease on FY24 and a 9.1% decrease on our FY22 Base Year levels.

This demonstrates that while the business expanded, our absolute emissions decreased against the baseline – an early sign that decoupling growth from emissions is both possible and achievable. Contributing to the reduction in FY25 was relocating Sydney operations to a site with solar self-generation, HVAC optimisation at the Sydney site, greening of the gird in most Scott locations and fleet transition to electic vehicles.

> *"...while the business expanded, our absolute emissions decreased against the baseline – an early sign that decoupling growth from emissions is both possible and achievable."*



Scott continues to commit capital towards decarbonisation initiatives including the installation of vehicle charging facilities at our European sites.

Meeting this 30% reduction target will require continued focus, with an annual average reduction of 3.75% each year. Our focus is on energy efficiency across facilities, adoption of renewable energy and optimisation of logistics. Just as importantly, the progress we make will align with customer expectations and investor confidence, reducing our environmental footprint while strengthening Scott's long-term resilience.

Unified for Impact

ESG at Scott is not only about carbon. Our broader commitments to People, Purpose and Place extend across our workforce, customers and industries and are embedded across our Destination 2030 strategy.

Our people are the foundation of performance and ESG reinforces that by ensuring we invest in retention, development and wellbeing. Focused training and career pathways are equipping teams with the skills needed for a digital, automated future, while our safety-first mindset and inclusive culture foster workplaces where people feel secure, valued and empowered.

The commitment underpins the One Scott approach - of globally aligned and connected teams working across geographies and domains with a shared sense of purpose. High-Performing Teams extend this further by embedding clarity, accountability and collaboration into daily execution. Together, they enable us to innovate faster, adapt with resilience and deliver consistently for customers.

Purpose Beyond Projects

ESG strengthens our promise of putting customers first. By co-discovering opportunities, aligning on long-term capital plans and embedding shared ESG priorities into those relationships, we create enduring value that goes beyond transactions.

Our lifecycle framework, from design to dispose, supports customers long after installation, reducing waste, extending asset life and lowering environmental impact. By 2030, more than 35% of Group revenue is expected to come from lifecycle services, directly aligning ESG outcomes with financial outcomes. When customers win, we win and their success increasingly includes ESG performance.

Whether reducing system footprints, enabling cold-chain logistics or lowering energy consumption, our solutions are designed to help customers meet regulatory requirements, sustainability goals and operational challenges. ESG doesn't constrain innovation at Scott; it directs it towards relevance and resilience.

Delivering Sustainable Profitable Growth

By aligning our ESG priorities with our growth enablers from a High-Performing Teams culture and One Scott systems to Leading-Edge Technology and Customer First, we are building a company that is financially resilient, socially responsible, sustainable and positioned for long-term impact.

Destination 2030 is about more than hitting financial milestones. It is about how we get there. Embedding ESG into our strategy ensures that as we grow – toward $530m revenue – we do so in a way that protects people, empowers customers and supports a more sustainable industrial landscape.

In this way, ESG is not an add-on. It is how Scott achieves its purpose - powering our customers and industry with transformative solutions and services.

> *"...as we grow toward $530m by 2030 we do so in a way that protects people, empowers customers and supports a more sustainable industrial landscape."*

CLIMATE-RELATED DISCLOSURES

STATEMENT OF COMPLIANCE

Scott Technology Ltd (Scott or, together with its subsidiaries, the Group) is a Climate Reporting Entity (CRE) under the Financial Markets Conduct Act 2013 (the Act).

This is Scott's second Climate-related Disclosures (CRD) under the Act and covers the last 12 months of activity from 1 September 2024 – 31 August 2025.

These Climate-related Disclosures comply with Aotearoa New Zealand Climate Standards NZ CS 1-3 (the Standards) issued by the External Reporting Board.

The following provisions specified in the Standards have been adopted by the Group:

- Adoption provision 2: Anticipated financial impacts
- Adoption provision 4: Scope 3 greenhouse gas (GHG) emissions
- Adoption provision 5: Comparatives for Scope 3 GHG emissions
- Adoption Provision 8: Assurance of Scope 3 GHG emissions disclosures in the scope of its assurance engagement.

These Climate-related Disclosures represent the group's climate statement for FY25.

21 October 2025

Stuart McLauchlan
Chairman

John Thorman
Independent Director and Chair Audit & Risk Committee

Note: We, and readers of this report should, recognise that climate change projections carry inherent uncertainty. This report reflects our current understanding of climate-related risks and opportunities as of 31 August 2025. This report includes forward-looking statements relating to climate-related scenarios that are inherently uncertain and subject to change in future reports.

This report includes metrics and targets that are based on estimates and assumptions that are uncertain and subject to limitations. Challenges relating to data inputs may change over time and impact uncertainty of projections. Scott is committed to progressing towards our targets as outlined in this report, however, due to uncertain technological changes, economic factors and environmental changes (which in many cases are beyond Scott's control), our targets and strategies to achieve these targets are subject to change. Scott's actual performance against its climate-related targets, and its climate-related risks and opportunities, may not eventuate or may be materially different to what is currently anticipated. We caution reliance on aspects of this report, which is necessarily subject to the caveats above. Nothing in this report constitutes the Group's financial, legal, tax or strategic growth guidance or advice.

Mike and William inspect the development of Rocklabs' automated systems.

INTRODUCTION AND OVERVIEW

This is the second year that Scott has provided Climate-related Disclosures. The work to review, understand and plan for the impacts of climate risks and opportunities is a major priority for Scott and continues to be undertaken widely across the business, with involvement ranging from Board level to regional executive management level, with all being closely involved in the building of the plans that summarised in this statement.

The guidance provided by the XRB for year two of Climate-related Disclosures has been considered carefully and been enhanced by the internal review of Scott's own learnings from its first Climate-related Disclosures and more broadly from learnings sought from across its industry and peer group. Scott believes that the second year of disclosure builds strongly upon year one, and this process will continue to be an evolution, with some significant milestones planned to be achieved in the third year of Climate-related Disclosures.

There are three priority areas that Scott has focused on developing in relation to climate change. These are as follows:

1. Financial quantification of the impacts from climate events now and in future
2. The creation of a long-term Transition Plan that will be integrated with business strategy
3. How Scott's deployment of capital will proactively evolve to support this evolution.

These three priority areas involve significant focus from across the business and, as such, Scott has determined that these areas will be a focus for both year two and year three disclosures. The most progress made in year two is in Transition Planning, with financial quantification also under way and capital allocation to follow in year three, along with the completion of the first two priorities.

GOVERNANCE

Scott believes in the benefit of strong corporate governance and the value it provides for our shareholders, customers, employees and other stakeholders. Our Board is responsible for ensuring that the company maintains high ethical standards and corporate governance practices.

The governance associated with Scott's approach to climate-related risks and opportunities continues to be a priority, with the Board maintaining overall responsibility but formally delegating the oversight of the Climate-related Disclosures process to the Audit and Risk Committee (ARC). The ARC meets five times per year and reports to the Board after each meeting.

The Board has formally set up a Sustainability Committee, with its charter being published on our website. Under the terms in the charter, management is empowered with the responsibility for identifying and managing climate-related risks and opportunities and these are formally reviewed at least quarterly as required by the ARC. The Board is then informed of the outcomes from this review. If substantive issues arise at the Sustainability Committee that require more Board time and focus, then specific Board sessions are arranged. The below diagram outlines the relationship between the Board, committees and working groups at Scott.

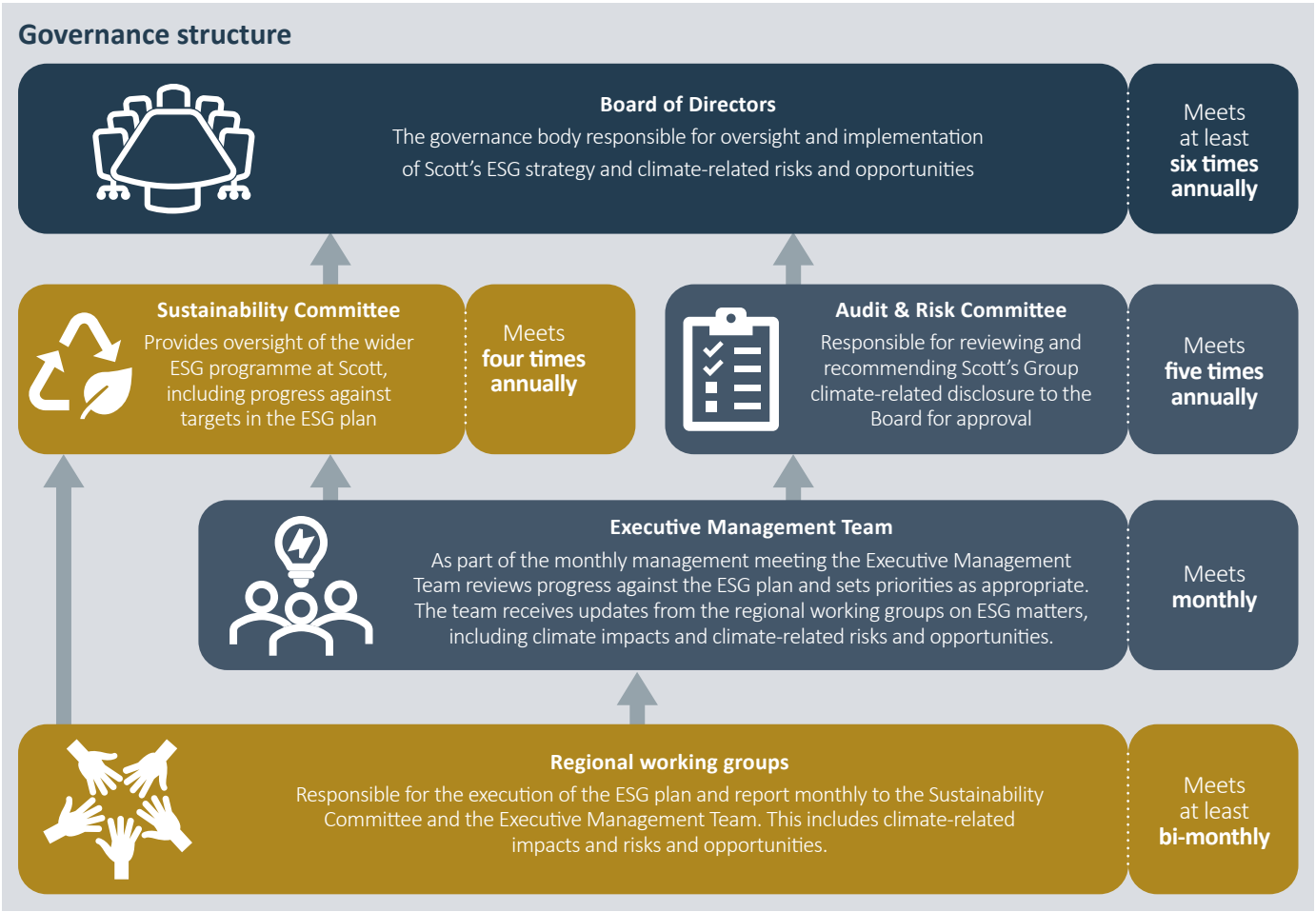
The committee structures outlined support governance oversight of climate-related risks and opportunities. The committees are made up of a blend of Board-level and management-level team members, which helps to bring a diverse range of skills and knowledge relating to climate risk to the fore.

Over the last 12 months, Scott has engaged Tadpole, an independent advisor, to review its governance processes for Climate-related Disclosures. This review gave the Board confidence to proceed with its plans, confirming that key aspects of the XRB guidance had been addressed, while also highlighting areas for focus.

The Board has included ESG skills and competencies in a formal skills matrix on page 99 of Scott's 2025 Annual Report.

Climate-related risks and opportunities have been identified, assessed and reviewed by the Board as part of the initial climate work undertaken in 2024. The Board has considered these risks and opportunities when reviewing and updating the business strategy in FY25.

The Board also recognises the importance of integrating all the relevant short-, medium- and long-term climate related risks and opportunities identified into the broader long term business strategy and has delegated this task to the team undertaking Transition Planning.



A fleet of Rocklabs' flagship crushers in development for dispatch to global customers.

In terms of target setting, the Board maintains full responsibility for considering and setting the targets associated with climate-related risk. Management has been tasked to enact and execute these plans as part of the company's wider business strategy. The Executive Management Team has ESG and climate-related performance KPIs included in its Short-Term Incentive plans (STIs).

Management's Role

Scott's Executive Management Team is involved in identifying and managing climate-related risks and opportunities.

While the CFO has been made accountable to the Board and ARC for the specific climate-related disclosures work, all leaders on the Executive Management Team have assigned responsibility via the regional working groups, for different elements of the broader ESG strategy. This approach will also apply to the future-focused long-term transition plan. This responsibility extends across all regions and provides a broad perspective as to how Scott views these risks and opportunities.

Management's relationship to other committees and working groups at Scott is detailed in the aforementioned diagram.

STRATEGY

Integrating Scott's ESG objectives into the business strategy remains essential for the business to drive sustainable growth and long-term success. In FY24, scenario analysis formed a central part of our strategy disclosures. This process made it possible to test a range of potential temperature outcomes and to consider the corresponding climate-related risks and opportunities. These outputs provided significant value in undertaking transition planning in FY25 — a key strategy component of Scott's second Climate-related Disclosures.

Our scenario analysis in FY24 focused on three scenarios from the Network for Greening of the Financial System (NGFS) Framework, selected to illustrate different possible climate pathways. These were: a Net Zero 2050 pathway, representing an orderly transition with early and steady emissions reductions to hold warming close to 1.5°C; a Delayed Transition pathway, where action is deferred until after 2030, requiring a faster and more disruptive adjustment to limit warming to below 2°C; and a Current Policies pathway, reflecting minimal further mitigation and leading to global warming beyond 2.5°C with pronounced physical impacts.

Although undertaken in FY24, the scenario analysis continues to feed into Scott's broader strategy and risk processes. In FY25, the climate scenarios served as a foundation during Transition Planning workshops. The scenarios were also reviewed and approved by the Board for our second Climate-related Disclosures.

For the current reporting cycle, the underlying assumptions, timeframes, temperature pathways and narratives relating to scenario analysis remain consistent with Year One, with no material changes. The only change has been a minor adjustment to the Delayed Transition scenario, aligning the Representative Concentration Pathways (RCPs) and Shared Socio-economic Pathways (SSPs) more precisely with the scenario storyline and climate modelling framework. This refinement does not alter the Year One findings or their relevance to Year Two. A summary of our Scenario Analysis process and outputs is provided in the 'Scenario Analysis' section of this report.

Over the past 12 months, we have also continued to monitor the climate-related impacts experienced by the business. These are provided in the following section.

Current Impacts and Financial Impacts

Climate-related events continue to impact the world, causing disruption to communities, assets and supply chains. Scott is aware of this increasing risk to the diverse geographies in which we operate and has established robust review processes to ensure that the financial impacts of these events are assessed and quantified. These processes are now well established and form part of the Scott way of working.

Physical impacts

In FY25, we experienced one event that was material to our Australian business — Cyclone Alfred in February and March 2025 in Queensland. The impact of this event caused Scott's Brisbane site to be closed for 17 days due to access issues caused by flooding and power outages.

Transition impacts

In FY25, while Scott did not experience any material transition impacts, we note that climate-related legislation, particularly in New Zealand and Europe, has continued to place an increased cost of doing business on us to meet reporting requirements. Other transitional impacts, such as changing consumer preferences and insurance costs, continue to be monitored and assessed year-on-year by Scott.

Scenario Analysis

As part of developing Scott's Climate-related Disclosures, the business conducted an indepth scenario analysis in FY24 to identify the key climate-related risks and opportunities that may arise in the future and their potential impacts on the business.

The scenario analysis detailed three climate scenarios:

1. A 1.5°C global warming scenario
2. A 3.0°C or greater global warming scenario
3. A third temperature scenario of Scott's choosing.

For the structure of the three scenarios, as indicated earlier in this report, Scott chose to use the Network for Greening the Financial System (NGFS) framework, which provided various temperature scenario ambitions and outcomes and key trends underpinning them. The specific scenarios within this framework, and their temperature policy ambitions, are outlined in the next section of this report 'Scenario Analysis Methods and Assumptions'.

Why these scenarios?

The decision to use the NGFS framework and the following three scenarios was guided by XRB's requirements and the importance of considering the various industries Scott serves. As such, the rationale for these decisions reflected the dual need to meet regulatory standards and address industry-specific risks.

NGFS scenarios chosen:

1. Orderly Transition: Net Zero 2050 (<1.5°C global temperature outcome)
2. Hot House World: Current Policies (>3.0°C global temperature outcome)
3. Disorderly Transition: Delayed Transition (~2°C global temperature outcome) (Scott's third temperature choosing).

The NGFS scenarios remain consistent with frameworks selected by other organisations and are particularly effective in rigorously assessing transition risks.

The Net Zero 2050 scenario allowed us to assess our transition-related risks under a rapid but planned decarbonisation pathway. Delayed Transition scenario maximised and explored transition risks by providing the most abrupt transition and decarbonisation pathway. In contrast, the Current Policies scenario enabled Scott to support considerations around the physical impacts of climate change over time.

Scenario Characteristics

Each of the three scenarios Scott used is characterised by key physical and socio-economic trends, influencing the direction of change and the different pathways that could play out over time. A description of these various emissions-reduction pathways and key trends associated with each scenario is provided in the following table. Key characteristic trends were guided by the NGFS framework, various sector scenarios and input from the Scott team.

Scenario analysis methods and assumptions

Characteristics	Net Zero 2050	Delayed Transition	Current Policies
Global temperature outcomes	<1.5°C	~2°C	>3°C
Policy reaction	Immediate & smooth	Disjointed & myopic	Chaotic, non-existent
Regional policy variation	Aligned	Consumer & politically driven	Selfish
Speed of technology change	Fast change	Medium net change with disjointed implementation	Slow change
Customer sentiment / behaviour change	Universal, accelerated & immediate	Polarised	Ambivalent
Physical risk severity	Moderate	Moderate – high	Severe
Transition risk severity	Moderate	High	Low
Supply chain impacts of physical (& transition) risk	Low	Low – medium	Medium

Scenario Time Horizons

Scott used three time horizons (covering the short, medium and long term) in the scenario analysis to help uncover the potential outcomes of climate-related risks and opportunities. The three-time horizons selected were:

- Short: 2024 – 2027
- Medium: 2028 – 2040
- Long: 2041 – 2050.

The endpoints of each time horizon were determined by a year (2027, 2040, 2050) and chosen to align with Scott's internal commercial planning horizons and to improve applicability of scenarios to the sectors Scott services.

The short term aligned with Scott's strategic planning process, the medium term reflected the significant activity taking place in this period that could impact Scott and the long term aligned to 2050 as the Net Zero target date many businesses continue striving towards.

Scenario Data Sources

The use of data in a scenario analysis helps to paint a picture of potential trends over time in the lead up to each temperature outcome. The data sources that Scott used during the construction of each scenario are provided in the Appendix. No modelling outside of that which supported the primary data was used in the construction of each scenario.

The Scenario Analysis Process

While the scenario analysis was conducted as a standalone analysis, outputs from the process, particularly the climate-related risks and opportunities, continue to serve as input into Scott's existing strategy and risk processes in FY25. Scott's scenario analysis process followed six key steps. These are outlined below, at a high level.

The scenario planning process outlined above had the full backing and participation of the Executive Management Team in FY24. The Audit and Risk Committee also had oversight of the process with regular updates in FY24, and in FY25 the outputs of the scenario process were initially approved by the ARC on the 21 August 2024 and subsequently reviewed at the ARC meeting on 16 October 2025.

Scott engaged the external sustainability consulting firm, Tadpole, to support and facilitate the creation of our first and second Climate-related Disclosures, including the development and delivery of the scenario analysis process in FY24, in line with XRB guidelines.

Scenario Analysis Narratives

Based on the outputs from our scenario analysis, Scott developed three narratives to illustrate how we consider key climate-related trends may unfold over time and their potential impacts on our business and wider industry. These narratives (which were also used during Transition Planning in FY25) are outlined below.

Orderly - Net Zero

The NGFS assumes the world shifts immediately and smoothly towards a sustainable path in response to the impacts of climate change. It assumes consumer behaviour increasingly favours organisations focusing on climate action, and therefore we anticipate an increasing demand (and pressure) for low-emissions products, with a strong willingness from the market to adopt and pay for these. Manufacturers are at the epicentre of this shift. The robotics and automation sector undergoes transformation and growth, with substantial investments in research and development, which could lead to breakthroughs in energy-efficient automation. These advancements optimise energy use, reduce waste and enhance efficiency in manufacturing and logistics, making it a solid investment for organisations in these sectors.

Robotics and automation are also seen as a solution to manage the impacts of an ageing population, while playing a crucial role in creating resilient supply chains, capable of adapting to climate-related disruptions. Increased data use and transparency enable businesses to make more informed decisions, aligning product categories with evolving consumer and business expectations. Broadscale electrification also occurs within industries as they race to decarbonise and this investment in capital temporarily pushes commodity prices upwards as heavy emitters are forced to rein emissions in.

We foresee that growth in critical mineral demand increases, and the mining sector sees continued strong growth, increasing the market size for Scott's mining products. However, this growth also means there are increased regulations on land and resource use, traceability and modern slavery commitments.

Heavy vehicle electrification and automation sees Scott leverage its IP into new sectors.

Globally, consistent and strong political ambition across parties signals the market to decarbonise immediately and rapidly, supported by industry consultation and policy certainty. There is a growing trend of climate litigation against organisations that are not perceived to be contributing sufficiently to sustainability efforts. Organisations that move quickly to adapt and prepare for the impacts of climate change reap the benefits of customer and employee loyalty, strong commercial relationships and are well prepared to weather the period of uncertainty in the 2020s and 30s.

Disorderly – Delayed Transition

The NGFS assumes that throughout the 2020s, economic pressures dominate society's focus, seeing climate action deprioritised in favour of other issues. Climate change mitigation is seen as a nice-to-have rather than a necessity. Some forward-looking companies invest in decarbonisation but this is typically at the fringes. Despite national emissions targets, even well-intentioned companies struggle to transition, delaying investments in circularity, low-emissions products and the technology required to decarbonise their operations.

The response to climate change is characterised by ambitious commitments but poor follow-through until panic begins to spread among the general population and businesses in the late 2020s and early 2030s. In response, governments introduce a series of policies aimed at rapidly transitioning the economy to low emissions. Although well intentioned, these policies, developed with minimal consultation and deployed haphazardly, lead to unforeseen externalities. Farmers are hit particularly hard as regulations target methane reduction and consumers move away from high-emissions food. Only those who demonstrate low-emissions production credentials win in the marketplace and the sector sees fast consolidation. Operating costs increase due to regulation-related rises in the price of energy, fuel, transport and rent.

Organisations scramble to mobilise transition plans, requiring fast decisions on asset divestment, product portfolio changes and decarbonisation strategies. Scott's customers increasingly demand information on its emissions footprint and product-level data, requiring Scott to rapidly develop this capability. Internationally there is significant variation in domestic policy, creating an environment of uncertainty and complexity. The disjointed nature of the transition and associated policies create friction when accessing raw materials, compounded by exploitation, lumpy demand and chaotic planning – all of which increase costs and complexity.

Access to finance and insurance hinges on comprehensive transition planning and disclosure. Insurance for high-carbon activities or at-risk locations becomes increasingly expensive or unavailable as insurance companies withdraw from these markets. Organisations that can demonstrate their progress towards climate security can access discounted capital, and the growth of green bonds and loans increases dramatically. There are significant benefits available to organisations that transition rapidly.

Hot House World – Current Policies

The NGFS assumes that from the present day to 2050, no additional climate policies are implemented. Physical impacts of climate change continue to affect all areas of the economy. Acute climate events cause road and bridge closures, while chronic impacts degrade coastal infrastructure and working conditions within warehousing.

Legacy infrastructure becomes unreliable and traditional routes become unusable for significant periods, impacting Scott's ability to efficiently source and move products. Increased wind speeds, wave swell and storms hamper New Zealand's already remote ocean-based supply chains. The workforce faces increasing pressure to maintain service levels, leading to stress and workforce attrition. Costs escalate and customers become unwilling or unable to pay, making access to finance highly problematic.

New Zealand, Australia and the rest of the world focus on prioritising food and energy security, leading to uncontrolled emissions growth. Highly cyclical governments with unclear decarbonisation objectives dampen long-term planning and funding is directed toward adapting to the changing climate rather than developing mitigation strategies. The lack of effective mitigation efforts and disagreements on climate action exacerbate existing social tensions.

Climate mitigation technology development lacks direction, with minimal emphasis on reducing emissions. Technology adoption and automation are seen as critical enablers for organisations to adapt to the changing climate and Scott's growth is rapid as it leverages its IP into new sectors and automation is increasingly utilised.

Previous reliance on the consistent supply of raw materials is called into question as manufacturers start to see suppliers impacted by the effects of climate change in some source locations. The historically reliable logistics network starts to crack, impacting the long complex supply chains for raw materials.

These impacts are exacerbated by geopolitical tensions and protectionism, as countries begin to prioritise their own resources. Some source locations become untenable, and organisations must develop strategies to de-risk themselves. Despite these challenges, some businesses find opportunities in developing resilient systems and innovative

solutions to manage climate impacts. Companies that can adapt to the harsh realities of a hot house world, by leveraging advanced technologies and diversifying supply chains, may still achieve success, albeit with higher operational costs and increased risk management complexity. However, the overall business environment remains challenging, with significant uncertainties and heightened competition for resources and market share.

Climate-related Risks and Opportunities

Our scenario analysis in FY24 helped us to identify a range of potential physical and transition climate-related risks and opportunities that could materialise over our three-time horizons. The assessment included possible impacts on the value chain and geographies, potential mitigation measures and anticipated severity across short-, medium-, and long-term horizons.

These risks and opportunities continue to be relevant in the second reporting period, following further examination as part of the 2025 Transition Planning process. The Board also reviewed and approved Scott's climate-related risks and opportunities in FY25, following updates to some descriptions and severity ratings. Additional detail on how climate-related risks and opportunities inform Transition Planning is provided in the 'Transition Plan' section of this report.

The anticipated financial impacts of our climate-related risks and opportunities, and the time horizons over which these may occur, will be undertaken in our third reporting year, utilising XRB's NZ CS 2 Adoption Provision 2 and the extension provided for the second year of reporting.

The complete list of our climate-related risks, opportunities and potential impacts in FY25 is presented on the following pages.

A European FMCG customer is using case alignment for layered palletisations - a key feature within the MHL ecosystem.

PHYSICAL AND TRANSITION RISKS

Severity of impact
- Low
- Moderate
- High

Time horizon
- Short term
- Medium term
- Long term

Description of risk	Description of anticipated impact	Net Zero 2050	Delayed Transition	Hot House World	Value chain impacted	Geography	Business response
Acute physical risks and severe weather							
Significant increase in the quantum and severity of weather events	Severe weather events such as floods, fires and storms significantly impact transport and logistics operations and infrastructure. This can result in challenges to delivery, inability to unload, store and distribute Scott products.				Freight, Installation	All	Risks included in Risk Register discussion with Board and inventory levels optimised to ensure supply is not affected.
Transitional – customer							
Changing consumer habits	With societal norms moving away from industries that are believed to be high emitters of carbon, i.e. red meat, one of Scott's core business pillars decreases.				End to end	NZ AU US	Monitoring protein sector while exploring alternative opportunities as they arise.
Transition – political							
Access to raw materials	With an increasing demand for raw materials and more protectionist policies from some countries, Scott is forced to invest in inventory levels to ensure security over supply.				Component manufacturing, Servicing, upgrades	All	Risks included in Risk Register discussion with Board and inventory levels optimised to ensure supply is not affected.
Increased variance in global regulations	Globally, regulations are increasing and are different by each geography creating complexity in navigating a global business. Uncertainty of incoming regulations and lack of lead time to adjust to incoming regulations.				Head Office (Strategy)	All	Monitor key markets for any divergence and ensure strategy allows for any changes in demand.
Carbon border taxes / adjustments – traceability (carbon leakage)	Increased prevalence of carbon border adjustments and emissions reporting / traceability.				Head Office (Strategy), Freight	All	Monitor key markets for any divergence and ensure strategy allows for any changes in demand.
Increase in tariffs	Globally, tariffs are increasing, impacting geographies that Scott can participate in. Increases costs of goods, reduced competitiveness				Head Office (Strategy)	All	Monitor key markets for any divergence and ensure strategy allows for any changes in demand.

Severity of impact
- Low
- Moderate
- High

Time horizon
- Short term
- Medium term
- Long term

Description of risk	Description of anticipated impact	Net Zero 2050	Delayed Transition	Hot House World	Value chain impacted	Geography	Business response
Transition – economic							
Access to insurance	With more frequent weather events causing an increase in insurance payouts, both the cost and access to insurance becomes more prohibitive.	High	High	High	End to end	All	Insurance included on Risk Register and levels of insurance discussed with directors.
Access to finance	With a changing landscape for consumers and investors and a re-deployment of capital towards more 'green-based' industries or technologies, it is harder to raise funding through traditional methods.	Low	Moderate	Moderate	End to end	All	Finance included on Risk Register and levels of financing needed discussed with directors.
Mining industry reduction in stability due to changing demand	The mining industry, traditionally very stable, will see increasing change – both upwards (increasing demand for minerals needed in decarbonisation technology) and downwards (significant reduction or elimination of coal mining; increased recycling of products leading to reduced demand for other freshly mined minerals). This may be difficult for Scott to navigate.	Moderate	High	Low	Component manufacturing, Installation, Servicing	NZ AU	Monitoring mining sector while exploring alternative opportunities as they arise.
Transition – legal							
Directors and officers responsibilities	Increased litigation against directors and officers – requirements for additional education.	High	High	Low	Head Office	All (will affect local directors as well)	Ensure directors are educated and insured.
Reporting and compliance	Increased requirements for reporting and compliance – resourcing, cost.	High	High	Low	Head Office	All	Ensure reporting process is robust and educate key staff in this area.
Transition – operational							
Impacts on the global freight system	Changes in network vulnerability of the freight system can increase costs and create scheduling volatility	Moderate	High	Low	Freight, Installation, Servicing, Upgrades	All	Risks included in risk register discussion with board and inventory levels optimised to ensure supply is not affected.

OPPORTUNITIES

Severity of impact
- Small
- Moderate
- Large

Time horizon
- Short term
- Medium term
- Long term

Opportunity	Net Zero 2050	Delayed Transition	Hot House World	Value chain impacted	Geography	Business response
Growth in mining sector As the transition to a low-emissions economy requires significant amounts of minerals and semi-precious metals, growth in the mining sector is likely and there is an opportunity to grow Scott's mining division.	●●●	●●●	●●●	Mining division	Mining customer locations	Monitor key markets for any opportunities and ensure strategy allows for any changes in demand.
Opportunity to change business model to reduce travel and freight More distributed business model reduces carbon footprint as well as saving the cost of travel and freight. Opportunities to engage with 3rd party providers – e.g. distributed additive manufacturing operations – to produce to our designs and / or support customers on our behalf (a more flexible business model).	●●●	●●●	●●●	Freight, Installation, Service, Upgrades	All	Review strategy and structure to ensure the most efficient internal supply chain possible.
Transition from red meat to alternative consumption Opportunity to transition / grow in different markets and / or sectors.	●●●	●●●	●●●	Head Office (Strategy)	All	Monitor key markets for any opportunities and ensure strategy allows for any changes in demand.
Drive for low-carbon mining Opportunity to transition / grow in different markets and / or sectors.	●●●	●●●	●●●	End to end	NZ AU	Monitor key markets for any opportunities and ensure strategy allows for any changes in demand.
Leveraging Scott's IP and experience into sectors outside where we currently participate Opportunity with ageing populations globally and labour shortages. Scott can leverage its experience into new sectors.	●●●	●●●	●●●	End to end	All	Monitor key markets for any opportunities and ensure strategy allows for any changes in demand.
Access to funding and government incentives Government funding and R&D funding.	●●●	●●●	●●●	Head Office (Strategy)	NZ AU US	Monitor key markets for any opportunities and ensure strategy allows for any changes in demand.

The Role of Risks and Opportunities in Transition Planning

Within Scott's Transition Planning process, our identified climate-related risks and opportunities were further reviewed and refined to guide prioritisation and inform the development of potential action plans.

Capital Deployment

We are currently determining how climate-related risks and opportunities serve as an input to our internal capital deployment and funding decision-making processes. However, Scott continues to commit capital towards decarbonisation initiatives, including the installation of vehicle charging facilities at our European sites.

TRANSITION PLAN

Scott Business Model and Strategy

Scott designs and delivers automation and robotics solutions for global manufacturers, spanning food, mining and industrial sectors. Revenue is generated through large-scale project contracts, equipment sales and recurring service and support offerings.

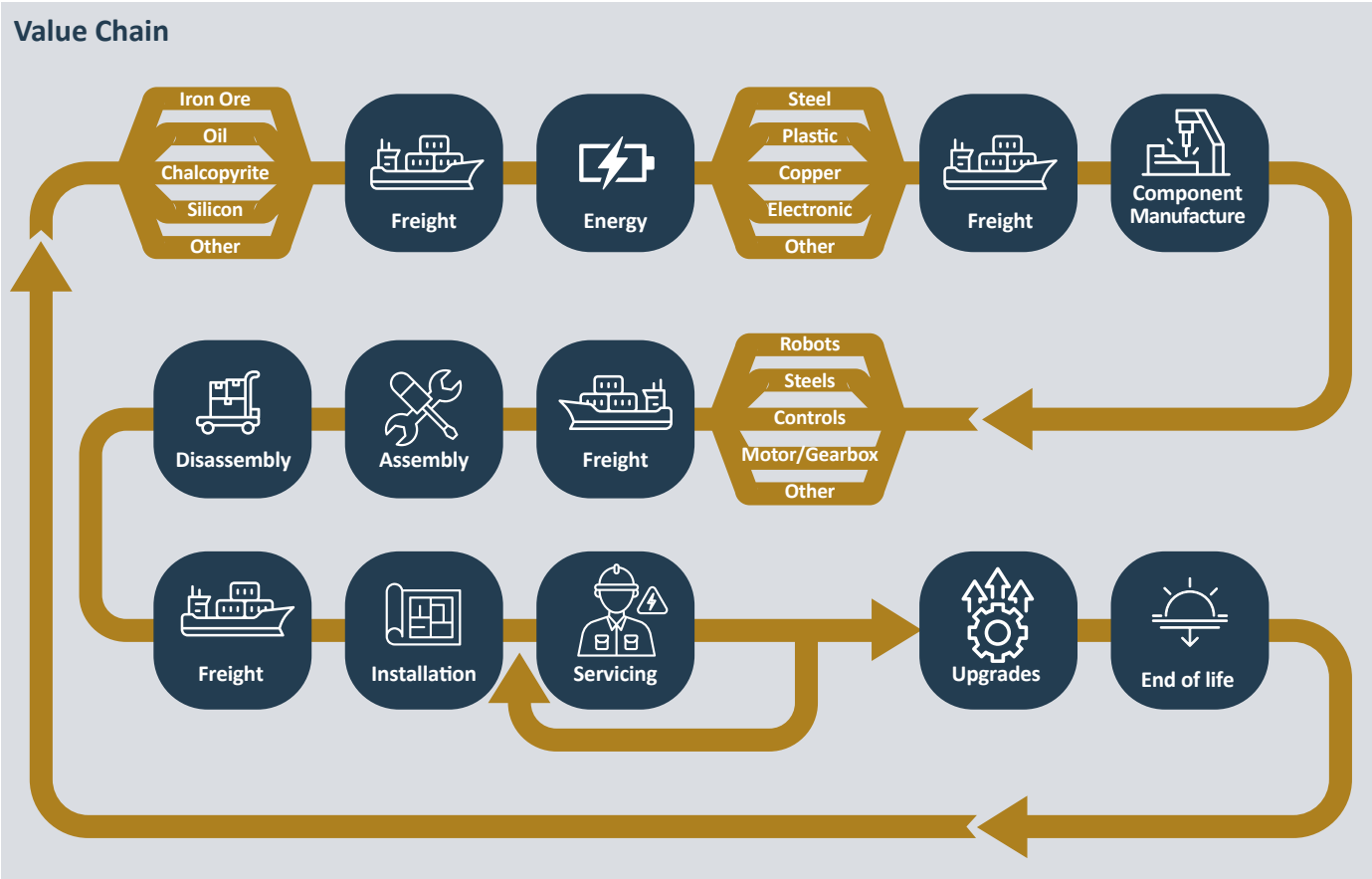
In FY25 we launched Destination 2030, Scott's five-year roadmap for sustainable, profitable growth.

With an ambitious dot set on the horizon to grow revenue to $530m by 2030, with over 35% of this generated from deeply embedded lifecycle services. The strategy is built on four enablers that provide the foundation for a long-term cycle of success: Customer First, One Scott, Leading-Edge Technology, and High-Performing Teams. Together, these enablers evolve Scott from an engineering mindset into a Customer First one that anticipates customer needs, delivers innovation-led growth through globally aligned unified teams and embeds value across the full automation lifecycle.

Scott operates across four domains – Protein, Mining, Appliances, and Materials Handling – with a global footprint spanning nine countries. This diversification strengthens our resilience, mitigates market risk and allows us to leverage world-class technical expertise across industries and geographies.

Our automation ecosystems are designed to improve efficiency, enhance safety and productivity, reduce costs and create sustainability benefits for customers. This value proposition strengthens long-term partnerships with key accounts and unlocks opportunities in new markets. Consideration of climate-related risks and opportunities is now embedded into our strategy and transition planning, ensuring Scott's growth is aligned with our ESG commitments and the expectations of our stakeholders.

Scott's operations as described above are also presented in the company value chain, provided below.



Background on Transition Planning

Transition Planning asks an organisation to evaluate how its business model and strategy may need to adapt to stay resilient to climate impacts while remaining competitive in a low-emissions, climate-aligned economy. This process includes stress-testing existing strategic assumptions against a range of plausible climate futures and considering how significant climate-related risks and opportunities may alter an organisation's long-term course. The objective is to determine whether the current strategy is adequate or whether adjustments are necessary to respond effectively to the challenges and opportunities presented by different climate pathways.

The Transition Planning Process at Scott

Scott's Transition Planning process provides a structured means of aligning current and future sustainability initiatives and climate risk mitigation or adaptation measures with a longer-term perspective than is typically applied in strategic planning. Over time, this process is intended to be fully embedded into the company's broader business strategy, creating a single, integrated strategic framework.

Our process built on the scenario analysis conducted in FY24, which examined three NGFS-aligned climate pathways to 2050 and identified 18 climate-related risks and opportunities. These risks and opportunities represent factors that could materially influence Scott's operating environment as both global and domestic climate responses progress. They formed the foundation for Year Two's Transition Planning, which concentrated on exploring strategic implications and evaluating organisational preparedness.

Transition Planning Inputs

As part of our Transition Planning, we concentrated on six priority risks and opportunities – those considered as having the most significant potential to influence the company's long-term resilience and strategic direction.

1. Significant increase in the quantum and severity of weather events
2. Access to raw materials
3. Increased variance in global regulations
4. Access to insurance
5. Impacts on the global freight system
6. Leveraging Scott's IP and experience into sectors outside where the business currently participates.

We also evaluated a mix of internal and external drivers to assess how they currently influence our strategic ambition and how those influences could evolve under varying climate scenarios. Taking this longer-term perspective out to 2050 identified areas where elements of the strategy may need to adapt to remain both competitive and aligned with a climate-constrained economy. The assessment pointed to six potential strategic priorities that could shape Scott's future direction:

1. Continued focus on decarbonising operations and the wider value chain
2. Greater engagement in enabling and supporting the broader economy-wide transition
3. Adjusting to shifting societal expectations and customer preferences
4. Recalibrating the company's risk appetite to reflect heightened climate-related uncertainty
5. Continuing to seek out and develop flexibility of the business model to further mitigate potential end-to-end value chain susceptibility
6. To maintain a strong pace of technology adoption – particularly in climate-related innovations – to enhance and distinguish the customer proposition.

To further understand the potential shifts our business model and strategy might experience, we also reviewed the foundational assumptions underlying our current business model and strategy. These are the assumptions that are typically expected to remain stable over time and are not always explicitly considered in strategic planning and decision-making.

It was important to test just how stable the assumptions can be when challenged by our key climate-related risks and opportunities identified above. By testing the foundational assumptions against the priority climate-related risks and opportunities, eight were considered to be at risk of material change.

1. Democracy, enabling the rule of law that protects property and rights
2. Free trade agreements underpinning a commercially reliable and low-risk global trade system
3. A continuously growing economy
4. Freight infrastructure (air passage, ports, rail and roading) remains operational
5. A reliable and low-risk global trade system in advanced components and finished automation solutions
6. Sufficient water is available for cooling and other industrial uses at manufacturing sites
7. Continued access to critical raw materials and components
8. Access to insurance

The potential erosion of any of these assumptions could materially affect business resilience, underscoring the importance of strategic flexibility.

Initial Focus Areas for FY26

In light of our key inputs (those being our prioritised climate-related risks and opportunities, strategic ambition shifts and the uncertainty around foundational assumptions, we evaluated our Year One mitigations to assess if these were

sufficient to address these findings. From this process, we intend to focus on three mitigation areas for development in FY26. These are related to: responding to the significant increase in the quantum and severity of weather events, managing access to raw materials and remaining resilient to the potential impacts climate change has on the global freight system.

In addition to potential mitigations, we also evaluated our current business initiatives to assess whether these measures were sufficient to address our key inputs and the anticipated changes that may arise.

Our current initiatives focus on decarbonising our business, which is one of our six strategic priorities and is closely linked to our prioritised climate-related risks and opportunities (for example, the increased variance in global regulations and access to insurance).

A summary of our initiatives are provided below:

- Transition of the fleet to hybrid and electric vehicles
- Servicing decentralisation in Australia to reduce travel distances
- Electrification of the forklift fleet
- HVAC optimisation
- Optimisation of energy efficiency through modernisation of machinery and equipment
- Inclusion of solar on our Sydney building
- Energy self-generation at other sites under investigation, where sites allow for solar.

At this stage, we are focusing on progressing our current decarbonisation initiatives and in FY26, we intend to centre efforts on more broadly embedding insights from the Transition Planning process into our business planning, updating strategic assumptions and aligning capital deployment with a credible, adaptive decarbonisation pathway.

RISK MANAGEMENT

Risk Management at Scott

Scott maintains a Risk Management Framework based on our risk register. Our Executive Management Team reviews the register before every Audit and Risk Committee (ARC) meeting (held five times per year) to highlight any updates. The ARC then reviews and any suggested additions or deletions, or changes to risk profiles from the previous Risk Register, are highlighted and flagged by management and discussed at the ARC, with the CFO responsible for initiating the discussion.

The prioritisation of risks within the register is undertaken by management utilising a grid that rates each risk according to likelihood and impact to ascertain a risk score, which is then colour coded (red/amber/green) using a pre-determined risk score grid. Each risk is also assessed against a numeric risk criterion, which is an estimate of quantified financial impact to Scott, ranked from 1 (minor) to 5 (catastrophic). At the management review, these risk scores and criteria are documented and compared to the previous ratings.

Mitigations for these risks are also identified as part of this process, as is the relevant link to strategic initiatives for each risk. Owners from within the Executive Team are identified for each risk.

The Board is responsible for overall oversight of the Risk Management Framework. The full formal review happens at least quarterly.

No material parts of the value chain are excluded from the risk management processes. Time horizons within the Risk Register align to those used during our scenario analysis process.

Integration of Climate Risks with Other Business Risks

Climate-related risks and opportunities have been integrated into the existing Scott Risk Management Framework in FY24 and FY25 and are reviewed in the same cycle as all business risks. The Board has oversight of these processes. The climate-related risks identified through scenario analysis are also maintained separately and are assessed and reviewed in the same cycle and forums as the overall integrated rRisk Management Framework, at a minimum annually.

METRICS AND TARGETS

Metric Categories

Scott understands the importance of providing detail in relation to the sustainability metrics we focus on and ensuring these metrics are appropriately measured and disclosed. Our primary climate reporting metric is our GHG emissions both in absolute and intensity terms. This metric informs the progress of our decarbonisation activities.

Below is a summary of Scott's Scope 1 and 2 Greenhouse Gas (GHG) emissions. The business notes that an internal emissions price is not employed over this reporting period. As such, for the purposes of primary users this price may be interpreted as $0.

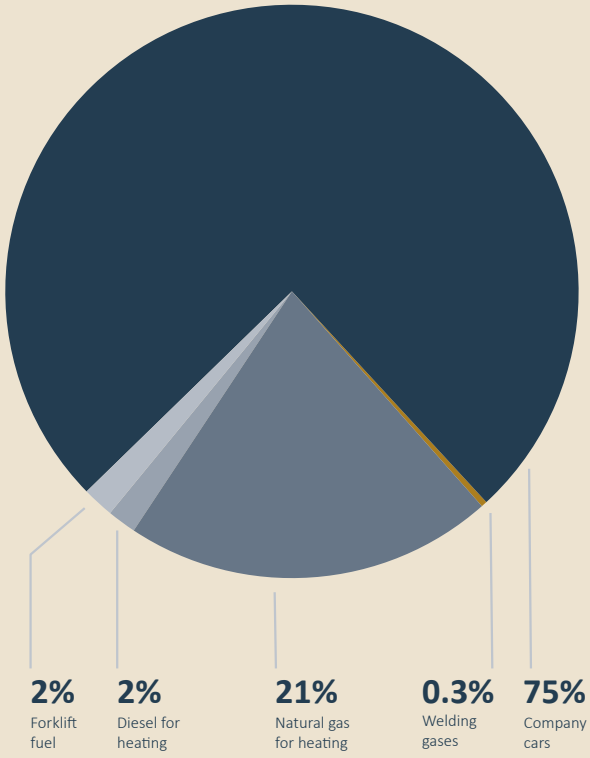
Absolute Scope 1 and 2 GHG emissions

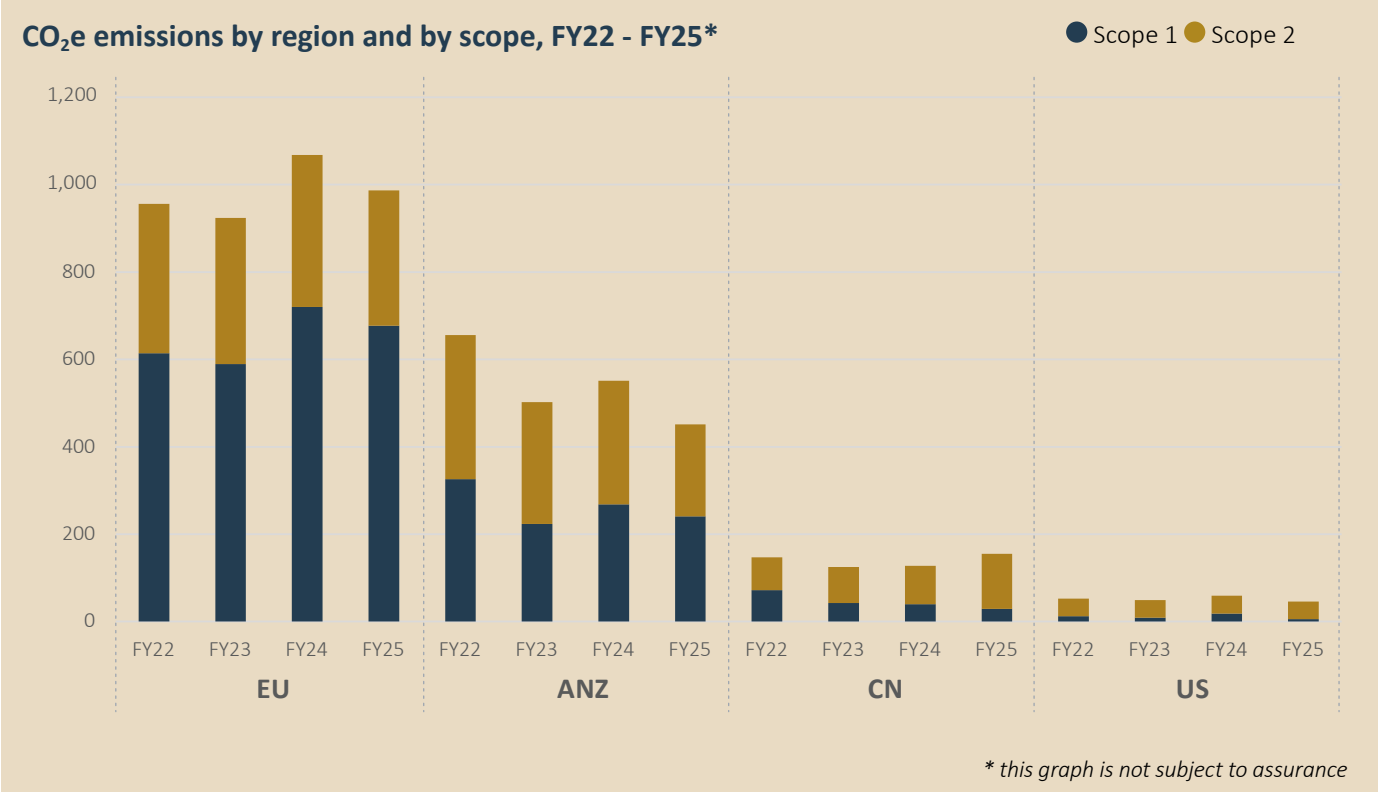
Absolute Scope 1 and 2 GHG emissions for the Group in FY25 totalled 1,638 tonnes CO_2e. Scope 1 emissions come from the combustion of transport fuel by the company's car and forklift fleet. Other Scope 1 emission sources include stationary fuel used for heating and in back-up generators, lost refrigerant gases and gases used in welding. Scope 2 emissions come from the generation of purchased electricity, and are location based (meaning we calculate them on the basis that we consume electricity from national and state grids).

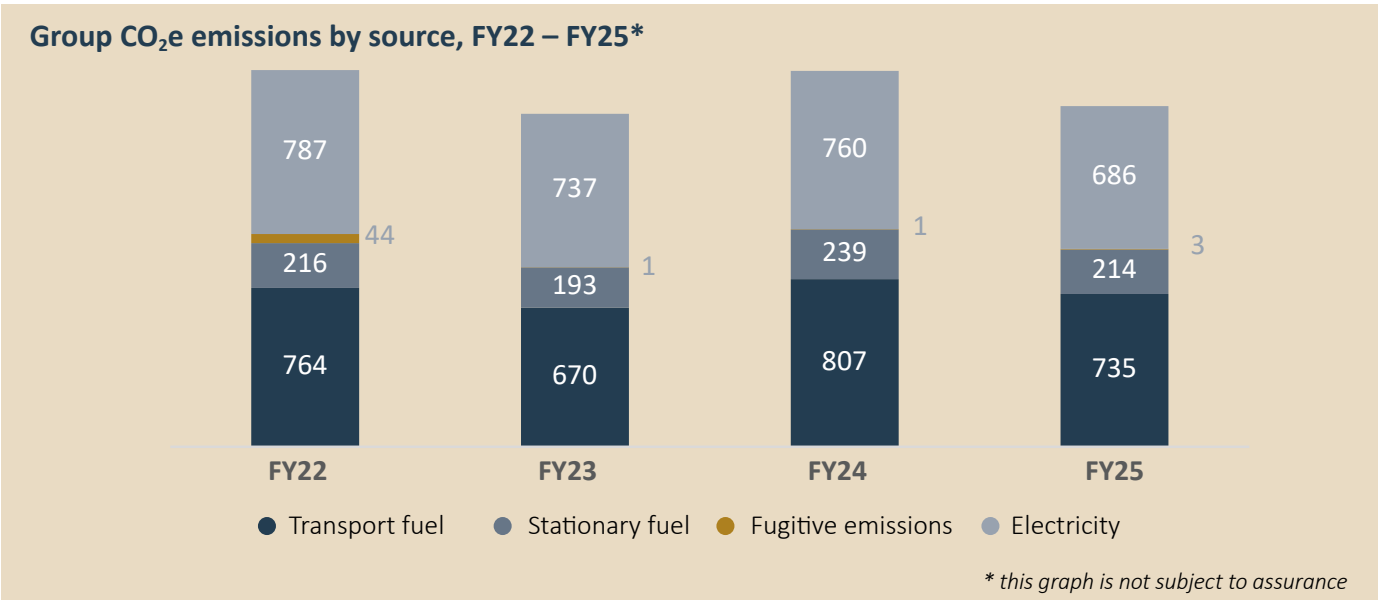
	Tonnes CO_2e			
	FY22*	**FY23***	**FY24***	**FY25**
Scope 1 *(ISO Category 1)*				
– Transport fuel	764	670	807	735
– Stationary fuel for heating	216	193	239	214
– Fugutive emissions	44	1	1	3
Scope 2 *(ISO Category 2)*	787	737	760	686
Total	**1,811**	**1,601**	**1,807**	**1,638**

** Unassured*

FY25 Scope 1 emissions by source







In addition to measuring and tracking our absolute emissions, we track intensity emissions to understand our 'carbon efficiency' and how it is changing over time.

Intensity emissions*

	Tonnes CO_2e			
	FY22	FY23	FY24	FY25
Total gross Scope 1 and Scope 2 emissions per $m revenue	8.17	5.99	6.54	5.95

** intensity emissions are not subject to assurance*

Climate impact on assets and business activities

Our understanding from the work we have completed through scenario analysis and identification of risks and opportunities conducted in FY24 and reviewed in FY25 suggests that all areas of our business are susceptible to the impacts of climate change. Whether these materialise as risks or opportunities depends on our approach to them, the magnitude and speed of the impact's onset and the preparation we have undertaken prior to the risk materialising, if at all. Additionally, given that we are a global business, it is clear that physical and transition risks will impact different areas of our business in a variety of ways.

However, the degree of business activity or asset vulnerability (or alignment) to our risks and opportunities has not yet

been measured in detail. Scott considers that meaningful quantification of exposure or alignment across assets and activities is closely linked to our evaluation of anticipated financial impacts – work that will be undertaken in FY26. As such, we expect to quantify the proportion of assets and activities expected to be impacted by risks and opportunities in our third Climate-related Disclosures.

Targets

We have set a short-term Scope 1 and 2 absolute emissions reduction target of 30% by FY30. This is against a FY22 Base Year. This is not a target that supports limiting global warming to 1.5 °C, as defined by the Science Based Targets Initiative (SBTi).

Implementation of our Scope 1 and 2 decarbonisation strategy, outlined in the Transition Plan section of this report (pages 18 - 20), is currently under way. Our FY25 footprint indicates the strategy is having a positive impact, with emissions down 9% on last year and 10% on FY22. In terms of progress against our target, we look to be tracking well.

In our endeavours to achieve our short-term target, offsets will not be considered.

Notes about our GHG measurement

These inventories have been measured in compliance with ISO 14064-1 (2018) using an operational control consolidation approach. All emissions that Scott has direct control over are covered. The organisational boundary of the inventory is that of our financial statements, covering all subsidiaries listed on page 107 of the 2025 Annual Report. No facilities, assets or operations have been excluded.

Emissions factors used in the measurements are country specific, sourced from the following agencies:

- New Zealand Ministry for the Environment (MfE)
- Australian Government's Department of Industry, Science, Energy and Resources
- US Environmental Protection Agency (EPA)
- UK Government's Department for Energy Security and Net Zero (DESNZ)
- Carbonfootprint.com (for European country electricity emissions factors).

For the FY25 measurement we used emissions factors with AR5 Global Warming Potentials (GWP) derived from the International Panel of Climate Change Fifth Report (AR5). Emissions have been calculated by applying the appropriate emissions factors to Scope 1 and 2 activity data.

Few assumptions or estimations have been made in measuring Scope 1 emissions. Uncertainty is low as calculations are activity based using emissions factors with +/- 0.7% to 2.4% uncertainty (MfE). In the calculation of transport fuel emissions for the Australian division, fuel quantity has been estimated from spend data in lieu of quantity data. In this instance, an assumed average fuel price of 1.87 AUD per L has been applied (diesel). For Scope 2 electricity emissions, calculations use ICP meter data, which is assumed accurate.

Emissions source	Data source	Methodology, assumptions and uncertainty
Scope 1 (ISO Category 1)		
Transport fuels	Supplier invoices / statements (L)	Activity based. Assumes data in supplier invoices is free from error. Uncertainty impact low.
	Transaction records ($)	Where L data does not exist (Australian operations), quantity is assumed based on annual average price of fuel ($ / L). Low uncertainly impact.
Stationary fuels	Supplier invoices / statements (m3, kWh, kg or L)	Activity based. Assumes data in supplier invoices is free from error. Uncertainty impact low.
Fugitive emissions – welding gases	Supplier invoices / statements (kg)	Activity based. Assumes data in supplier invoices is free from error. Uncertainty impact low.
Fugitive emissions – refrigerant gases	Service provider invoices or service records (kg)	Activity based. Assumes top-up quantity is equal to quantity lost and data in invoices / service records is free from error. Uncertainty impact low, noting no loss in refrigerant gases in FY25.
Scope 2 (ISO Category 2)		
Purchased electricity – sites	Supplier invoices / statements (kWh)	Location based. Uncertainty low as data is from meters and likely to be free from error. Country-specific emissions factors have been used for New Zealand, Europe and China. State emissions factors have been used for Australia and USA.

Selected Scope 1 and 2 emissions disclosed in these Climate-related Disclosures have been subject to an independent limited assurance engagement by Deloitte Limited in accordance with NZ SAE 1: Assurance Engagements over Greenhouse Gas Disclosures ('NZ SAE 1'). Refer to the assurance report on pages 44 to 46.

Previous assurance statements can be found on our website, www.scottautomation.com/en/news-and-events/30-by-30.

INDEPENDENT LIMITED ASSURANCE REPORT ON SELECTED GREENHOUSE GAS ('GHG') DISCLOSURES INCLUDED WITHIN THE GROUP CLIMATE STATEMENTS (ALSO REFERRED TO AS THE CLIMATE-RELATED DISCLOSURES) FOR SCOPE 1 AND 2 GHG EMISSIONS

To the Shareholders of Scott Technology Limited

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Scope 1 and 2 gross GHG emissions, additional required disclosures of gross GHG emissions, and gross GHG emissions methods, assumptions and estimation uncertainty, within the scope of our limited assurance engagement (as outlined below), included in the Group Climate Statements of Scott Technology Limited (the 'Company') and its subsidiaries (the 'Group') for the year ended 31 August 2025 (the 'Selected GHG Disclosures'), are not fairly presented and not prepared, in all material respects, in accordance with *Aotearoa New Zealand Climate Standards* ('NZ CSs') issued by the External Reporting Board ('XRB'), as explained on page 7 of the Group Climate Statements.

Scope of Assurance Engagement

We have undertaken a limited assurance engagement over the Selected GHG Disclosures within the Group Climate Statements for the year ended 31 August 2025, as set out below.

Our engagement has not covered Scope 3 GHG emissions as the Group is taking advantage of the one-year extension to the adoption provision so will not be reporting the Scope 3 GHG emissions for the year ended 31 August 2025.

Our report does not cover any forward-looking statements made by the Group, any external references or hyperlinked documents.

Our limited assurance engagement does not extend to any other information included, or referred to, in the Annual Report including the Group Climate Statements on pages 1

Subject matter: Selected GHG Disclosures	Reference
GHG emissions: gross emissions in metric tonnes of Carbon dioxide equivalent ('CO2e') classified as: • Scope 1 • Scope 2 (calculated using the location-based method).	Page 21
Additional requirements for the disclosure of gross GHG emissions per paragraph 24 (a) to (d) of Aotearoa New Zealand Climate Standard 1: Climate-related Disclosures ('NZ CS 1'), being: • The statement describing that the GHG emissions have been measured in accordance with International Standard ISO 14064-1 Greenhouse gases – Part 1: Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals ('ISO 14064-1:2018'); • The statement that the GHG emissions consolidation approach used is operational control; • Sources of Scope 1 and 2 GHG emission factors and the global warming potential ('GWP') rates used or a reference to the GWP source; and • The summary of specific exclusions of Scope 1 and 2 GHG emissions sources (if applicable), including facilities, operations or assets with a justification for their exclusion.	Page 23
Disclosures relating to GHG emissions methods, assumptions and estimation uncertainty per paragraphs 52 to 54 of Aotearoa New Zealand Climate Standard 3: General Requirements for Climate related Disclosures ('NZ CS 3'): • Description of the methods and assumptions used to calculate or estimate Scope 1 and 2 GHG emissions, and the limitations of those methods. • Description of uncertainties relevant to the Group's quantification of its Scope 1 and 2 GHG emissions, including the effects of these uncertainties on disclosures.	Page 23

to 40, 42 and 44 to 120 of the 2025 Annual Report. We have not performed any procedures with respect to the excluded information and, therefore, no conclusion is expressed on it.

Other Matter – Comparative Information

The comparative GHG disclosures (that is GHG disclosures for the periods ended 31 August 2022, 31 August 2023 and 31 August 2024) have not been the subject of an assurance engagement undertaken in accordance with New Zealand Standard on Assurance Engagements 1: Assurance Engagements over Greenhouse Gas Emissions Disclosures ('NZ SAE 1'). These disclosures are not covered by our assurance conclusion.

Director's Responsibilities for the Selected GHG Disclosures

Directors are responsible for the preparation and fair presentation of the Selected GHG Disclosures in accordance with NZ CSs, which includes determining and disclosing the appropriate standard or standards used to measure the Group's GHG emissions. This responsibility includes the design, implementation and maintenance of internal controls relevant to the preparation of GHG disclosures that are free from material misstatement whether due to fraud or error.

Inherent Uncertainty in Preparing Selected GHG Disclosures

Non-financial information, such as that included in the Group Climate Statements, is subject to more inherent limitations than financial information, given both its nature and the methods used and assumptions applied in determining, calculating and sampling or estimating such information. GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

As the procedures performed for this engagement are not performed continuously throughout the relevant period and the procedures performed in respect of the Group's compliance with NZ CSs are undertaken on a test basis, our limited assurance engagement cannot be relied on to detect all instances where the Group may not have complied with the NZ CSs. Because of these inherent limitations, it is possible that fraud, error or non-compliance may occur and not be detected.

In addition, we note that a limited assurance engagement is not designed to detect all instances of non-compliance with the NZ CSs, as it generally comprises making enquires, primarily of the responsible party, and applying analytical and other review procedures.

Our Responsibilities

Our responsibility is to express an independent limited assurance conclusion on the Selected GHG Disclosures, based on the procedures we have performed and the evidence we have obtained.

We conducted our limited assurance engagement in accordance with NZ SAE 1 and International Standard on Assurance Engagements (New Zealand) 3410: Assurance Engagements on Greenhouse Gas Statements ('ISAE (NZ) 3410'), issued by the XRB. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Selected GHG Disclosures are free from material misstatement.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of NZ SAE 1, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

We have also complied with the following professional and ethical standards:

- Professional and Ethical Standard 1: International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand);
- Professional and Ethical Standard 3: Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements which requires us to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements; and
- Professional and Ethical Standard 4: Engagement Quality Reviews.

Other than in our capacity as the statutory auditor of the financial statements and as assurance practitioner, we have no relationship with or interests in the Group.

As we are engaged to form an independent conclusion on the Selected GHG Disclosures prepared by the Group, we are not permitted to be involved in the preparation of the GHG information as doing so may compromise our independence.

Summary of Work Performed

Our limited assurance engagement was performed in accordance with NZ SAE 1 and ISAE (NZ) 3410. This involves assessing the suitability in the circumstances of Group's use of NZ CSs as the basis for the preparation of the Selected GHG Disclosures, assessing the risks of material misstatement of the Selected GHG Disclosures whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Selected GHG Disclosures.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgement and included enquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. In undertaking our limited assurance engagement on the Selected GHG Disclosures, we:

- Obtained, through inquiries, an understanding of the Group's control environment, processes and information systems relevant to the preparation of the GHG disclosures. We did not evaluate the design of particular control activities, or obtain evidence about their implementation.
- Evaluated whether the Group's methods for developing estimates are appropriate and had been consistently applied. Our procedures did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate the Group's estimates.
- Performed analytical procedures on particular emission categories by comparing the expected GHGs emitted to actual GHGs emitted and made inquiries of management to obtain explanations for any significant differences we identified.
- Considered the presentation and disclosure of the Selected GHG disclosures.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Selected GHG Disclosures are fairly presented and prepared, in all material respects, in accordance with NZ CSs.

Use of Our Report

Our limited assurance report ('our Report') is intended for users who have a reasonable knowledge of GHG related activities, and who have studied the GHG related information in the Group Climate Statements with reasonable diligence and understand that the GHG disclosures are prepared and assured to appropriate levels of materiality.

Our Report is made solely to the Company's shareholders, as a body. Our limited assurance engagement has been undertaken so that we might state to the shareholders those matters we are required to state to them in our Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company's shareholders as a body, for our work, for our Report, or for the conclusions we have formed.

Deloitte Limited

Andrew Dick, Partner
for Deloitte Limited

Auckland, New Zealand
21 October 2025

Deloitte.

This limited assurance report relates to the Selected GHG Disclosures included within the Group Climate Statements for the year ended 31 August 2025 included on the Group's website. The Directors are responsible for the maintenance and integrity of the Group's website. We have not been engaged to report on the integrity of the Group's website. We accept no responsibility for any changes that may have occurred to the Selected GHG Disclosures included within the Group Climate Statements since they were initially presented on the website.

The limited assurance report refers only to the Selected GHG Disclosures included within the Group Climate Statements named above. It does not provide an opinion on any other information which may have been hyperlinked to/from these disclosures. If readers of this report are concerned with the inherent risks arising from electronic data communication, they should refer to the published hard copy of the Group Climate Statements that include these Selected GHG Disclosures and related limited assurance report dated 21 October 2025 to confirm the information presented on this website.

SCOTT