Intertek Sustainability Disclosure Index

In line with our own standard on Communications & Disclosures, we deeply believe that total transparency with robust disclosures and relevant targets aligned to corporate strategy is integral for corporations to demonstrate sustainability accountability to their stakeholders.

The 2025 Intertek Sustainability Disclosure Index is complementary to our published reports and sets out how our latest sustainability disclosures map to our own Total Sustainability Assurance standards, the Global Reporting Initiative ('GRI') Standards and applicable Sustainability Accounting Standards Board ('SASB') requirements.

We are committed to providing our stakeholders with accurate and timely updates on our sustainability activities and performance and make every effort to produce reporting that is balanced and transparent and meets their needs.

We do this through our Annual Report, Sustainability Report, our website and by reporting against voluntary external indices.

We are pleased to share our Annual Report & Accounts in a unique, three-report format:

Report 1 – Strategic Report
Report 2 – Sustainability Report
Report 3 – Financial Report

These separate, but connected reports, with their interconnected themes and narratives, allow us to present what we achieved in 2025 in a systemic, end-to-end architecture. They have been designed to make it easier for our stakeholders to fully understand our business, how we bring quality, safety and sustainability to life, what we offer our clients and society, and the opportunities we have ahead of us.
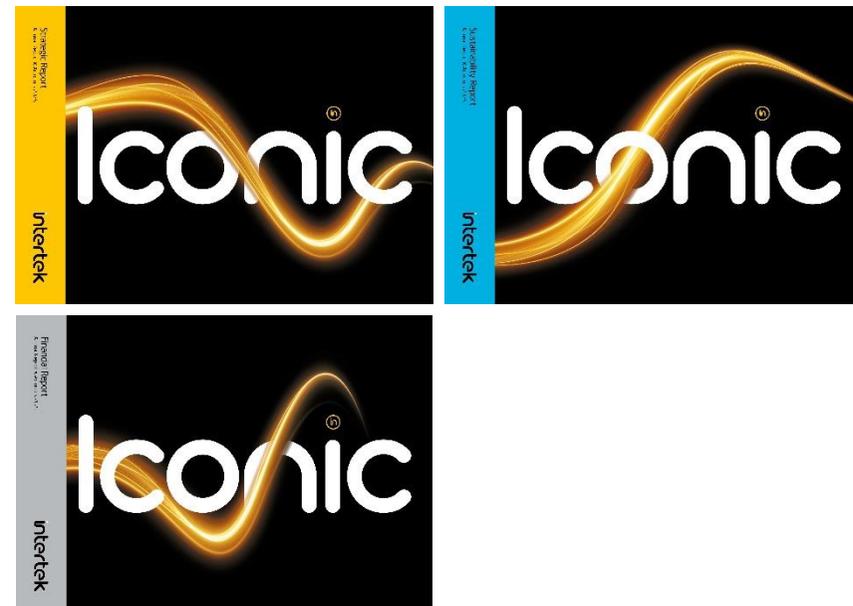
Our Sustainability Excellence strategy

Sustainability Excellence in every area of our operations

Our Purpose is bringing quality, safety and sustainability to life, and our Sustainability Excellence strategy is fundamental to our business.

We ensure we create positive impacts through the work we do for our clients and we make progress on our own sustainability agenda by engaging our colleagues in our ever better journey. We do this through implementing detailed site-by-site action plans, accurate sustainability performance measurement and strong governance. We hold ourselves to account in line with our own TSA standards, international best practice, the expectations of our stakeholders and future regulations.

Explore our sustainability focus areas in our latest Sustainability Report

People and Culture	2.16
Working with Customers	2.24
Environment	2.34
Communities	2.40
Responsible Business	2.44

Intertek TSA Corporate Certification standards index

The table below illustrates how we have applied the TSA framework to our sustainability disclosures and where specific information may be found.

	Principles	Our response and where to find it
Quality & Safety		
1.1 – Own Operations	Continuous Improvement Process	Continual improvement is part of ISO 9001, ISO 17025 and other quality-related certifications, accreditations and approvals held by most of our operations. Performance is measured, recorded and benchmarked against established objectives as part of our disciplined performance management principles, supported by our Quality Management System.
	Equipment & Assets	We have a framework and team in place to protect intellectual property, business services, personal information and customer data. Our Risk & Compliance team reviews the adoption and delivery of our Code of Ethics, including completion of training on the Code, and monitoring of activity including data privacy in all markets and functions.
	Site & Facilities Management	Our site & facilities management balances the needs of the organisation with worker health and safety ensuring workforce stability and core productivity.
	Business Resilience	Annual Report & Accounts 2025, Report 1, pages 1.54-1.70; Report 2, pages 2.46-2.47
	Hazardous Materials Management	Intertek produces relatively small amounts of hazardous and non-hazardous waste compared to other industries. We operate a number of waste management programmes across our regions. These programmes focus on connecting our sites to local opportunities for minimising the waste we send to landfill and increasing recycling.
	Distribution and Logistics	Not a material topic for Intertek. We are constantly looking for new and innovative ways to effectively deliver our services.
1.2 – Products & Services	Product/Service Design	Annual Report & Accounts 2025, Report 1, pages 1.20-1.23; Report 2, pages 2.24-2.33

	Principles	Our response and where to find it
	Life Cycle Environmental Impact	Not considered material to our business at this time.
	Customer Focus	Annual Report & Accounts 2025, Report 1, pages 1.20-1.23; Report 2, pages 2.24-2.33
	Incident, Product Withdrawal and Control Procedures	Not considered material to our business at this time.
	Product Testing	Effective procedures form an integral part of our testing processes.
	Product Sustainability Validation	Not considered material to our business at this time.
	Packaging	Not considered material to our business. However, where packaging is required reasonable steps are taken to do so in the most sustainable way possible.
	Product Societal Value	Annual Report & Accounts 2025, Report 1, pages 1.20-1.23; Report 2, pages 2.24-2.33
	Product Pricing	We are committed to acting and competing in a fair and open manner in the global marketplace. As such, we strive to present the Company accurately and avoid marketing our services in a misleading way. Code of Ethics
	Chemical Management	See TSA 1.1 – Hazardous Materials Management
1.3 – Supply Chain	Procurement Policies & Responsible Sourcing	Annual Report & Accounts 2025, Report 2, page 2.46; Sustainable Procurement Policy
	Supplier Engagement	Annual Report & Accounts 2025, Report 2, page 2.46; Sustainable Procurement Policy; Modern Slavery Act Statement
	Key Suppliers	Annual Report & Accounts 2025, Report 2, page 2.46
1.4 – Innovation	Innovation and R & D Processes	Annual Report & Accounts 2025, Report 1, pages 1.34-1.53
	Product & Service Innovation	Annual Report & Accounts 2025, Report 1, pages 1.34-1.53
	Empowered Approach	Annual Report & Accounts 2025, Report 2, pages 2.16-2.23

	Principles	Our response and where to find it
	Market Surveillance	Annual Report & Accounts 2025, Report 2, pages 2.06-2.15
	Strategic Alignment	Annual Report & Accounts 2025, Report 1, pages 1.20-1.23, 1.34-1.53
	Senior Management Engagement	Annual Report & Accounts 2025, Report 1, pages 1.10-1.15, 1.34-1.53
People & Culture		
6.1 – Qualifications & Training	Competence to perform Job	Annual Report & Accounts 2025, Report 2, pages 2.16-2.23
	Talent Attraction, Reward & Recognition	Annual Report & Accounts 2025, Report 2, pages 2.18-2.20; ESG Databook
6.2 – Employee Engagement	Skills Development & Assistance	Annual Report & Accounts 2025, Report 2, pages 2.20-2.21
	Senior Management Succession and Talent Planning	Annual Report & Accounts 2025, Report 2, pages 2.20, 2.69, 2.71, 2.73
6.3 – Human Rights	Respect for Human Rights	Annual Report & Accounts 2025, Report 2, pages 2.08-2.13, 2.44-2.46; Code of Ethics; ESG Databook
	Labour Practices	Annual Report & Accounts 2025, Report 2, pages 2.16-2.23, 2.44-2.46; Code of Ethics; Labour and Human Rights Policy
	Modern Slavery and Recruitment	Annual Report & Accounts 2025, Report 2, pages 2.44-2.46; Modern Slavery Act Statement
	Diversity	Annual Report & Accounts 2025, Report 2, pages 2.21-2.23; ESG Databook
6.4 – Worker Health and Wellness	Employee Wellbeing	Annual Report & Accounts 2025, Report 2, pages 2.16-2.23; Group Health, Safety and Wellbeing Policy; ESG Databook
	Supplier Workplace Health & Safety	Annual Report & Accounts 2025, Report 2, page 2.46; Supplier Code of Conduct
	Healthy Working Environment	Annual Report & Accounts 2025, Report 2, pages 2.16-2.23; Group Health, Safety and Wellbeing Policy

	Principles	Our response and where to find it
Communities		
7.1 – Strategy	Corporate Strategy	Annual Report & Accounts 2025, Report 1, pages 1.16-1.19
	Sustainability Strategy	Annual Report & Accounts 2025, Report 2, pages 2.01-2.15
7.2 – Economic Productivity	Supporting Community Development – Operations	Annual Report & Accounts 2025, Report 2, pages 2.40-2.43; Communities
	Employment Opportunities	Annual Report & Accounts 2025, Report 2, pages 2.18, 2.23; Inclusion and Diversity Policy; Careers
	Trade & Pricing	See TSA 1.2 – Product Pricing
7.3 – Volunteerism	Support for Projects in Community	Annual Report & Accounts 2025, Report 2, pages 2.40-2.43; Communities
	Investment of Time & Talent	Annual Report & Accounts 2025, Report 2, pages 2.40-2.43; ESG Databook
7.4 – Education	Quality Education	Annual Report & Accounts 2025, Report 2, pages 2.40-2.43; Communities; ESG Databook
	Education on Sustainability	Annual Report & Accounts 2025, Report 2, page 2.39; Communities
Governance		
8.1 – Board/ Independent Oversight	Accountability	Annual Report & Accounts 2025, Report 2, pages 2.58
	Governance structure	Annual Report & Accounts 2025, Report 2, pages 2.58, 2.61-68
	Diversity of Membership	Annual Report & Accounts 2025, Report 2, pages 2.52, 2.54-2.56, 2.73
	Diversity and Inclusion	Annual Report & Accounts 2025, Report 2, pages 2.52, 2.73; Diversity Policy
8.2 – Stakeholder Engagement	Materiality Assessments	Annual Report & Accounts 2025, Report 2, pages 2.06-2.13
	Prioritisation and Publication	Annual Report & Accounts 2025, Report 1, pages 1.22-1.23; Report 2, pages 2.01-2.15
	Shareholder Relationship	Annual Report & Accounts 2025, Report 2, page 2.67
	Customer Relationship	Annual Report & Accounts 2025, Report 2, page 2.24

	Principles	Our response and where to find it
	Openness	Annual Report & Accounts 2025, Report 1, pages 1.22-1.23; Report 2, pages 2.06-2.13
	CSO Engagement	Annual Report & Accounts 2025, Report 1, pages 1.22-1.23
8.3 – Strategy & Executive Alignment	Leadership and Accountability	Annual Report & Accounts 2025, Report 2, pages 2.18-2.20; Careers; ESG Databook
	Innovation and R & D	See TSA 1.4 – Innovation
	Performance Management	Annual Report & Accounts 2025, Report 1, pages 1.24-1.27
8.4 – Brand Reputation	Brand Heritage	Annual Report & Accounts 2025, Report 1, pages 1.02-1.23
8.5 – Philanthropy	Community Service and Contributions	Annual Report & Accounts 2025, Report 2, pages 2.40-2.43; Communities; ESG Databook
8.6 – Corporate Controls	Risk and Internal Control	Annual Report & Accounts 2025, Report 2, pages 2.68, 2.78
	Authorities Cascade	Annual Report & Accounts 2025, Report 2, pages 2.58
	Corrective Action Process	Annual Report & Accounts 2025, Report 2, page 2.46
8.7 – Fair Competition	Fair Competition Policy & Training	Code of Ethics
	Corrective Action Process	Code of Ethics
8.8 – Lobbying & Political Contributions	Lobbying & Political Contributions	Annual Report & Accounts 2025, Report 2, pages 2.45, 2.110
Risk Management		
2.1 – Risk Strategy	Risk Appetite	Annual Report & Accounts 2025, Report 1, pages 1.54-1.61
2.2 – Risk Process Controls & Reporting	Risk Identification	Annual Report & Accounts 2025, Report 1, pages 1.54-1.70
	Risk Assessment & Mitigation	Annual Report & Accounts 2025, Report 1, pages 1.54-1.70; Report 2, pages 2.68, 2.74-2.79
	Risk Register	Annual Report & Accounts 2025, Report 1, page 1.56

	Principles	Our response and where to find it
	Reporting Procedures	Annual Report & Accounts 2025, Report 2, pages 2.46, 2.68
	Transparency	Annual Report & Accounts 2025, Report 1, pages 1.54-1.61; Report 2, pages 2.46, 2.68
	External Communications & Disclosure	Annual Report & Accounts 2025, Report 1, pages 1.54-1.61; Report 2, pages 2.46, 2.68
2.3 – Business Continuity & Disaster Recovery	Business Continuity & Disaster Recovery	Annual Report & Accounts 2025, Report 1, pages 1.62-1.70; Report 2, page 2.46-2.47
	Business Impact Analysis	Annual Report & Accounts 2025, Report 1, pages 1.54-1.61; Report 2, page 2.46-2.47
2.4 – Insurance	Insurance	Intertek maintains appropriate insurance coverage to ensure the protection of the business and its assets, in addition to covering all legal insurance requirements.
Compliance		
4.1 – Ethics & Integrity	Compliance Programme	Annual Report & Accounts 2025, Report 2, pages 2.44-2.47; Code of Ethics
	Anti-Bribery Policy	Intertek Anti-Bribery Policy
	Gifts and Hospitality Policy	Code of Ethics
	Charitable Donations Policy	Code of Ethics
	Lobbying & Political Donations Policy	See TSA 8.8 – Lobbying & Political Contributions
	Senior Management Accountability & Ownership	Annual Report & Accounts 2025, Report 2, pages 2.44-2.47
	Compliance Monitoring	Annual Report & Accounts 2025, Report 2, pages 2.44-2.47
	Procurement Compliance Policies	Sustainable Procurement Policy
	Marketing & Ethical Advertising	Annual Report & Accounts 2025, Report 2, pages 2.14-2.15
	Responsible Business Model	Annual Report & Accounts 2025, Report 1, pages 1.20-1.23; Report 2, pages 2.44-2.47
	Voluntary Commitments Monitoring	Annual Report & Accounts 2025, Report 2, pages 2.34-2.43
4.2 – Regulation Monitoring	Compliance with Laws & Regulations	Annual Report & Accounts 2025, Report 2, pages 2.44-2.47

	Principles	Our response and where to find it
4.3 – Contract Management	Ethical Business Relationships	Annual Report & Accounts 2025, Report 2, pages 2.44-2.47
4.4 – Verification	Compliance Programme Verification	Annual Report & Accounts 2025, Report 2, pages 2.44-2.47
Financial		
9.1 – Financial Planning & Analysis	Long Term Strategic Planning & Alignment	Annual Report & Accounts 2025, Report 1, pages 1.16-1.23, 1.57-1.64
	Annual Budget Management & Control	Annual Report & Accounts 2025, Report 2, page 2.62
	Monthly Reporting and Budgetary Control	Our regular reporting and monitoring cycle is critical to the delivery of disciplined performance management.
	Forecast Management & Control	Annual Report & Accounts 2025, Report 3
9.2 – Treasury	Funding Management and Liquidity	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
	Management and Control	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
	Counterparty Risk and Security of Assets	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
	Short-Term Investments	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
	Trading	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
	Foreign Exchange	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
9.3 – Capital Allocation Management & Control	Strategic Alignment	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
	Management & Control	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
	Sustainable Investment	Annual Report & Accounts 2025, Report 1, pages 1.28-1.33
9.4 – Internal Controls & Financial Audit Function	Internal Management & Control	Annual Report & Accounts 2025, Report 2, page 2.68
	Internal Financial Audit	Annual Report & Accounts 2025, Report 2, page 2.78

	Principles	Our response and where to find it
	Procurement Management & Control	Annual Report & Accounts 2025, Report 2, page 2.46
	Tax Policies and Controls	Intertek Group Tax Strategy
9.5 – Audited Financial Results	Financial Accounting/Annual Report	Annual Report & Accounts 2025
	Financial Regulatory Reporting	Annual Report & Accounts 2025
	Disclosure	Financials & Regulated Information
Environment		
5.1 – Climate Change	Emissions	Annual Report & Accounts 2025, Report 2, pages 2.34-2.39; ESG Databook
	Air Pollution	Annual Report & Accounts 2025, Report 2, pages 2.34-2.39; ESG Databook
	Renewable Energy	Annual Report & Accounts 2025, Report 2, pages 2.34-2.37; ESG Databook
	Deforestation	Not considered material to our business at this time. However, we assess, eliminate and/or minimise the potential for deforestation as a result of our activities, products and services.
5.2 – Resources	Energy Conservation	Annual Report & Accounts 2025, Report 2, pages 2.34-2.39
	Water Conservation	Water is a key resource and responsible water use can reduce the amount of stress that is placed on this critical resource. We have reported on water consumption since 2024 and aim to improve on this in future reports. ESG Databook
	Sustainable Procurement	Annual Report & Accounts 2025, Report 2, pages 2.46; Sustainable Procurement Policy; Supplier Code of Conduct

	Principles	Our response and where to find it
	Land Management	Intertek has policies and procedures in place that seek to prevent adverse environmental impacts to property, including soil and ground water. Contingency plans are in place to prevent and manage spills of fuels, oils and other hazardous substances used or stored at our facilities.
5.3 – Biodiversity	Protect and Restore Ecosystem	Annual Report & Accounts 2025, Report 2, page 2.39; Environment **Note:** We take a proactive approach and conduct environmental impact assessments on proposed development activities, as appropriate, to fully identify and mitigate any potential risks.
5.4 – Waste Management	Waste Management	Environmental and Climate Change Policy; ESG Databook
	Wastewater Management	We seek to minimise/eliminate water effluent and effluent pollution. Policies and procedures support meeting or exceeding regulatory requirements in the jurisdiction of our operations.
5.5 – Regulatory	Environmental Compliance	Environmental and Climate Change Policy
Enterprise Security		
3.1 – Intellectual Property	Intellectual Property (IP) Assets Management & Control	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
3.2 – Data Protection & Privacy	Data Protection	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
	Privacy	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
3.3 – Cyber Risk Management and Controls	Risk Identification and Asset Management	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
	Incident Management (Planning, Detecting, Responding & Recovering)	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
	Employee Engagement	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47

	Principles	Our response and where to find it
3.4 – Physical Asset Security	Identity Management, Authentication and Access Control	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
	Physical Assets	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
	High Value Assets	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
3.5 – Employee Security	Employee Security	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
3.6 – Supply Chain Security	Supply Chain Security	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
Communications & Disclosures		
10.1 – Strategic Communications & Disclosures	Corporate Strategy Communication	Annual Report & Accounts 2025, Report 1, pages 1.16-1.19
	Strategic Metrics & KPIs	Annual Report & Accounts 2025, Report 1, pages 1.24-1.27
	Strategic Direction	Annual Report & Accounts 2025, Report 1, pages 1.16-1.19
10.2 – Sustainability Communications & Disclosures	Sustainability Strategy	Annual Report & Accounts 2025, Report 2, pages 2.01-2.15
	Sustainability Metrics and KPIs	Annual Report & Accounts 2025, Report 1, pages 1.26-1.27
10.3 – Governance Communications & Disclosures	Governance Regulatory Compliance Reporting	Annual Report & Accounts 2025, Report 2, page 2.53
	Communication with Stakeholders	Annual Report & Accounts 2025, Report 1, pages 1.22-1.23; Report 2, pages 2.61-2.68
	Communication of Risks	See Risk Management
	Transparency of Supervisory Boards	Not applicable
	Diversity Reporting	Annual Report & Accounts 2025, Report 2, pages 2.21-2.23, 2.52, 2.73; ESG Databook
10.4 – Financial Communications & Disclosures	Financial Communication	See TSA 9 – Financial
	Internal Dissemination of Information	Annual Report & Accounts 2025, Report 2, pages 2.16-2.23, 2.63

	Principles	Our response and where to find it
10.5 – Internal Communications & Disclosures	Anonymous Hotline & Whistleblower System	Annual Report & Accounts 2025, Report 2, page 2.46; Intertek Compliance Hotline
	Health & Safety Communications	Annual Report & Accounts 2025, Report 2, pages 2.16-2.18
10.6 – Regulatory Disclosures	Regulatory Disclosures	Financials & Regulated Information
10.7 – External Disclosures	Products, Services, Organisational and Personnel	See our website
	Media Handling	Our Corporate Communications team looks after the Group's communications to the Group's corporate stakeholders. This includes communications to the Group's investors, the London Stock Exchange, financial media and the financial analysts that track and analyse the Group's financial performance. Internally, the team helps to support local country marketing teams with corporate data and advice where corporate communications to local stakeholders, such as financial media or government partners, are needed. The media plays an important role in defining the way Intertek is perceived by its stakeholders. Our media policy sets out policies with respect to the public release of information by employees to the media, and how these requests are managed.
	Social Media Handling	See Media Handling above

Intertek GRI Content Index

Statement of use	Intertek Group plc has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location / additional information
GRI 2: General Disclosures 2021		
	2-1 Organizational details	Intertek Group plc, headquartered in London, UK, is a publicly listed company on the London Stock Exchange. Registered office address and registration number can be found in our Annual Report & Accounts 2025, Report 3, page 3.67. For our countries of operation, visit our website.
	2-2 Entities included in the organization's sustainability reporting	Annual Report & Accounts 2025, Report 3, pages 3.41-3.50
	2-3 Reporting period, frequency and contact point	Sustainability and financial reporting period from 1 January 2025 to 31 December 2025. Annually. Last published in March 2026. Head of Sustainability: info@intertek.com **Note:** our annual environmental reporting cycle ran from 1 October 2024 to 30 September 2025.
	2-4 Restatements of information	There were no restatements for the information published in March 2026.
	2-5 External assurance	Annual Report & Accounts 2025, Report 2, pages 2.48-2.49
	2-6 Activities, value chain and other business relationships	Annual Report & Accounts 2025, Report 1, pages 1.20-1.23
	2-7 Employees	ESG Databook **Note**: figures represent total head count on 31 December 2025. Gender and regional breakdowns are only given for total head count.
	2-9 Governance structure and composition	See TSA 8.1 – Board/Independent Oversight
	2-10 Nomination and selection of the highest governance body	Annual Report & Accounts 2025, Report 2, pages 2.69-2.73

GRI Standard	Disclosure	Location / additional information
	2-11 Chair of the highest governance body	See TSA 8.1 – Board/Independent Oversight
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report & Accounts 2025, Report 2, pages 2.61-2.68
	2-13 Delegation of responsibility for managing impacts	Annual Report & Accounts 2025, Report 2, pages 2.61-2.68
	2-14 Role of the highest governance body in sustainability reporting	Annual Report & Accounts 2025, Report 2, page 2.58
	2-15 Conflicts of interest	Annual Report & Accounts 2025, Report 2, page 2.59
	2-16 Communication of critical concerns	Annual Report & Accounts 2025, Report 2, pages 2.46, 2.65
	2-17 Collective knowledge of the highest governance body	Annual Report & Accounts 2025, Report 2, pages 2.52, 2.54-2.56
	2-18 Evaluation of the performance of the highest governance body	Annual Report & Accounts 2025, Report 2, page 2.60
	2-19 Remuneration policies	Annual Report & Accounts 2025, Report 2, pages 2.80-2.107
	2-20 Process to determine remuneration	Annual Report & Accounts 2025, Report 2, pages 2.80-2.107
	2-21 Annual total compensation ratio	Annual Report & Accounts 2025, Report 2, page 2.106 **Note:** data by country not available.
	2-22 Statement on sustainable development strategy	Annual Report & Accounts 2025, Report 2, pages 2.01-2.06
	2-23 Policy commitments	Read our responsible business policies.

GRI Standard	Disclosure	Location / additional information
	2-24 Embedding policy commitments	Annual Report & Accounts 2025, Report 2, pages 2.16-2.47
	2-25 Processes to remediate negative impacts	Annual Report & Accounts 2025, Report 2, pages 2.46; Code of Ethics
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report & Accounts 2025, Report 2, pages 2.46; Code of Ethics
	2-27 Compliance with laws and regulations	Annual Report & Accounts 2025, Report 2, pages 2.44-2.47
	2-28 Membership associations	At Group level, Intertek is a member of the TIC Council. **Note:** at a country- and business line-level we have memberships with a number of trade associations around the world that are composed of diverse groups of stakeholders that inform and advocate for effective solutions that protect the public, facilitate trade and support innovation.
	2-29 Approach to stakeholder engagement	See TSA 8.2 – Stakeholder Engagement
	2-30 Collective bargaining agreements	Annual Report & Accounts 2025, Report 2, page 2.44; ESG Databook
GRI 3: Material Topics 2021		
	3-1 Process to determine material topics	Annual Report & Accounts 2025, Report 2, pages 2.06-2.07
	3-2 List of material topics	Annual Report & Accounts 2025, Report 2, pages 2.06-2.07
	3-3 Management of material topics	Annual Report & Accounts 2025, Report 2, pages 2.16-2.47
GRI 201: Economic Performance 2016		
	201-1 Direct economic value generated and distributed	Annual Report & Accounts 2025, Report 3, pages 3.01-3.03 **Note**: direct economic value not broken down by local market.

GRI Standard	Disclosure	Location / additional information
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report & Accounts 2025, Report 1, pages 1.62-1.70
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report & Accounts 2025, Report 3, pages 3.35-3.39 **Note**: we do not disclose the number of employees included in the schemes or the percentage of salary contributed by employer and employee.
	201-4 Financial assistance received from government	Annual Report & Accounts 2025, Report 3, pages 3.08, 3.12 and 3.16 **Note**: this information is not broken down by country.
GRI 202: Market Presence 2016		
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Intertek complies with all local legislation in relation to minimum wages in all countries in which it operates. However, we do not currently collect data in relation to this indicator at a global level.
	202-2 Proportion of senior management hired from the local community	The global nature of our business encourages diversity in leadership. We report on the number of different nationalities across our senior leadership. Annual Report & Accounts 2025, Report 2, page 2.23
GRI 203: Indirect economic impacts		
	203-2 Significant indirect economic impacts	Our indirect economic impacts are diverse and associated with our business relationships and community investment projects. Annual Report & Accounts 2025, Report 1, pages 1.22-1.23; Report 2, pages 2.40-2.43
GRI 204: Procurement practices		
	204-1 Proportion of spending on local suppliers	We don't break this down, but we do report on maintaining a mix of global, regional and local suppliers. Annual Report & Accounts 2025, Report 2, page 2.46

GRI Standard	Disclosure	Location / additional information
GRI 205: Anti-corruption		
	205-1 Operations assessed for risks related to corruption	Annual Report & Accounts 2025, Report 1, pages 1.54-1.61; Report 2, pages 2.44-2.47
	205-2 Communication and training about anti-corruption policies and procedures	Annual Report & Accounts 2025, Report 2, pages 2.45-2.46
	205-3 Confirmed incidents of corruption and actions taken	Annual Report & Accounts 2025, Report 2, page 2.46; ESG Databook
GRI 206: Anti-competitive behavior		
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report & Accounts 2025, Report 2, page 2.46
GRI 207: Tax 2019		
	207-1 Approach to tax	Intertek Group Tax Strategy
	207-2 Tax governance, control and risk management	Intertek Group Tax Strategy
	207-3 Stakeholder engagement and management of concerns related to tax	Intertek Group Tax Strategy
GRI 302: Energy 2016		
	302-1 Energy consumption within the organization	Annual Report & Accounts 2025, Report 2, page 2.37; ESG Databook
	302-2 Energy consumption outside of the organization	Annual Report & Accounts 2025, Report 2, page 2.37
GRI 303: Water and Effluents 2018		
	303-5 Water consumption	ESG Databook
GRI 305: Emissions 2016		
	305-1 Direct (Scope 1) GHG emissions	Annual Report & Accounts 2025, Report 2, page 2.37

GRI Standard	Disclosure	Location / additional information
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report & Accounts 2025, Report 2, page 2.37
	305-3 Other indirect (Scope 3) GHG emissions	Annual Report & Accounts 2025, Report 2, page 2.37
	305-4 GHG emissions intensity	ESG Databook
	305-5 Reduction of GHG emissions	Annual Report & Accounts 2025, Report 2, pages 2.34-2.39
GRI 308: Supplier Environmental Assessment 2016		
	308-1 New suppliers that were screened using environmental criteria	Our corporate procedures govern our purchasing and evaluation of vendors and subcontractors supplying Intertek with goods and services. Environmental performance is reviewed by our regional procurement teams and QHSE teams. We are developing mechanism to capture the number of new suppliers screened and will report on this in future.
	308-2 Negative environmental impacts in the supply chain and actions taken	Annual Report & Accounts 2025, Report 2, page 2.46
GRI 401: Employment 2016		
	401-1 New employee hires and employee turnover	ESG Databook **Note**: this data is not broken down by age group or by region
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report & Accounts 2025, Report 2, pages 2.16-2.23 **Note**: list of benefits is not reported.
	401-3 Parental leave	Intertek complies with all local legislation in relation to provision of parental leave and provides benefits beyond minimum requirements in many countries. **Note**: number of employees taking parental leave is not available.

GRI Standard	Disclosure	Location / additional information
GRI 402: Labor/ Management relations 2016		
	402-1 Minimum notice periods regarding operational changes	We operate in some countries where legislation defines the minimum consultation time required, and in others where this is set out in policy or in collective terms.
GRI 403: Occupational health & safety 2018		
	403-1 Occupational health & safety management system	Annual Report & Accounts 2025, Report 2, pages 2.16-2.18; Group Health, Safety and Wellbeing Policy
	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report & Accounts 2025, Report 2, pages 2.16-2.17
	403-3 Occupational health services	Annual Report & Accounts 2025, Report 2, pages 2.16-2.18
	403-4 Worker participation, consultation, and communication on occupational health & safety	Annual Report & Accounts 2025, Report 2, pages 2.16-2.18
	403-5 Worker training on occupational health & safety	Annual Report & Accounts 2025, Report 2, pages 2.17-2.18
	403-6 Promotion of worker health	Annual Report & Accounts 2025, Report 2, pages 2.16-2.18
	403-7 Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	Annual Report & Accounts 2025, Report 2, pages 2.16-2.18
	403-8 Workers covered by an occupational health & safety management system	Annual Report & Accounts 2025, Report 2, pages 2.16-2.18

GRI Standard	Disclosure	Location / additional information
	403-9 Work-related injuries	Annual Report & Accounts 2025, Report 2, page 2.17; ESG Databook
	403-10 Work-related ill health	Annual Report & Accounts 2025, Report 2, pages 2.16-2.18
GRI 404: Training and education 2016		
	404-1 Average hours of training per year per employee	ESG Databook **Note:** training hours are not broken down per employee by gender or employee category.
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report & Accounts 2025, Report 2, pages 2.16-2.23
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Databook
GRI 405: Diversity and Equal Opportunity 2016		
	405-1 Diversity of governance bodies and employees	Board gender, age and ethnicity diversity is disclosed in our Annual Report & Accounts 2025, Report 2, pages 2.52, 2.73; and our ESG Databook. Employee gender and age diversity is disclosed in our ESG Databook. **Note**: 405-1 b iii not available
	405-2 Ratio of basic salary and remuneration of women to men	Information unavailable for the Group as a whole. Development of our global HR data is under review and we are currently evaluating reporting options and expect to report this in the future. Our UK Gender Pay Gap Report is available on our website.
GRI 406: Non-discrimination 2016		
	406-1 Incidents of discrimination and corrective actions taken	ESG Databook

GRI Standard	Disclosure	Location / additional information
GRI 407: Freedom of Association and Collective Bargaining 2016		
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We are not aware of any operations that have violated, or are at significant risk of violating, people's rights to exercise freedom of association and collective bargaining. **Note:** information for suppliers not available.
GRI 408: Child Labor 2016		
	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report & Accounts 2025, Report 2, page 2.44; Labour and Human Rights Policy
GRI 409: Forced or Compulsory Labor 2016		
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report & Accounts 2025, Report 2, page 2.44; Labour and Human Rights Policy
GRI 411: Rights of Indigenous Peoples 2016		
	411-1 Incidents of violations involving rights of indigenous peoples	ESG Databook
GRI 413: Local Communities 2016		
	413-1 Operations with local community engagement, impact assessments, and development programs	Annual Report & Accounts 2025, Report 2, pages 2.40-2.53; ESG Databook
	413-2 Operations with significant actual and potential negative impacts on local communities	Annual Report & Accounts 2025, Report 2, pages 2.40-2.43; Modern Slavery Act Statement
GRI 414: Supplier Social Assessment 2016		
	414-1 New suppliers that were screened using social criteria	Our regional procurement teams carry out screening process for suppliers and focus on human rights and labour standards risk. We are developing mechanism to capture the number of new suppliers screened for social criteria and will report on this in future.

GRI Standard	Disclosure	Location / additional information
GRI 415: Public Policy 2016		
	415-01 Political contributions	Annual Report & Accounts 2025, Report 2, page 2.110
GRI 418: Customer Privacy 2016		
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Databook

Sustainable Accounting Standards Board ('SASB') – Intertek framework alignment

SASB sets out sustainability reporting standards for various sectors. The following table summarises our response to the sector-specific standard for the professional & commercial services industries.

SASB metric	Accounting Metric	Where to find it
Data Security		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Annual Report & Accounts 2025, Report 1, page 1.60; Report 2, pages 2.46-2.47
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Annual Report & Accounts 2025, Report 2, pages 2.46-2.47
SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches and (3) number of (a) customers and (b) individuals affected	ESG Databook
Workforce Diversity & Engagement		
SV-PS-330a.1 P	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	ESG Databook **Note**: other than gender diversity, our metrics are not broken down by seniority level.
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	ESG Databook **Note**: involuntary turnover rate is collected internally; however, the definition differs to that set out in the requirements. Development of our global HR data is under review, and we will consider reporting on this in the future.
SV-PS-330a.3	Employee engagement as a percentage	ESG Databook

SASB metric	Accounting Metric	Where to find it
Professional Integrity		
SV-PS-510a.1	Description of approach to ensuring professional integrity	Annual Report & Accounts 2025, Report 2, pages 2.44-2.47
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Annual Report & Accounts 2025, Report 2, page 2.46 **Note:** substantiated claims related to non-compliance with our Code of Ethics are disclosed but monetary losses are not.
Activity Metric		
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract type	ESG Databook **Note**: splits for temporary and contract type not available. Development of our global HR data is under review, and we are currently evaluating reporting options and expect to report on this in the future.
SV-PS-000.B	Employee hours worked, percentage billable	For the year ending 31 December 2025: Total hours worked: 50,025,750 Percentage billable: 85.3% (Based on direct operational headcount employees delivering Assurance and Inspection services. Not applicable for Testing and Certification teams).

ESG Databook

People and Culture

	2025	2024	2023	Target
Operational Health and Safety				
Total Recordable Incident Rate ('TRIR') (Occurrences per 200,000 hours worked)	**0.45**	0.42	0.51	**<0.5**
TRIR reduced (As a % against a 2017 baseline)	**36**	40	27	
Number of recordable incidents (Lost Time Incidents and Medical Treatment Incidents and Fatalities)	**208**	189	223	
Number of hazard observations (Identifying and reporting of unsafe conditions that may endanger people, equipment or the environment)	**32,624**	30,307	25,847	
Number of near misses (An undesired event, which was avoided by circumstance, and did not result in injury or loss)	**3,376**	2,572	2,912	
Talent attraction and retention				
Intertek ATIC Engagement Index As score out of 100	**93**	91	87	**90**
Employee voluntary turnover % of permanent employees	**10.1**	11.2	12.3	**<15**
Total number of new employee hires # of employees hired between 1 January and 31 December (excludes internal promotions)	**8,614**	8,707	8,423	
New hires (female) % of each category	**31.0**	32.3	31.7	
New hires (male) % of each category	**69.0**	67.7	68.3	
Employees by tenure – 0 to 5 years' service % of people by length of service	**56.3**	58.4	60.6	
Employees by tenure – 6 to 10 years' service % of people by length of service	**19.4**	18.9	17.9	
Employees by tenure – 11 to 20 years' service % of people by length of service	**17.6**	16.7	15.9	
Employees by tenure – Over 20 years' service % of people by length of service	**6.7**	6.0	5.5	

	2025	2024	2023	Target
Learning and development				
Total learning and development hours # of hours completed through our learning management systems and other programmes	**829,734**	681,159	727,060	
Employees who received training or development to strengthen knowledge and skills specific to their work[1]	**99.6**	Not reported	Not reported	
Performance reviews As a % of employees offered, as a minimum, yearly discussions on growth and development	**100**	100	100	
Inclusion, diversity, and equality				
Number of employees	**45,425**	45,000	43,908	
Employees by gender (female) (% of people by gender)	**36**	35	35	
Employees by gender (male) (% of people by gender)	**64**	65	65	
Employee by region – Americas (# of people)	**11,648**	11,685	11,523	
Employees by region – Americas (female) (# of people by region and gender)	**3,487**	3,374	3,226	
Employees by region – Americas (male) (# of people by region and gender)	**8,161**	8,311	8,297	
Employees by region – EMEA (Inc. Central) (# of people)	**11,969**	11,682	11,490	
Employees by region – EMEA (Inc. Central) (female) (# of people by region and gender)	**3,764**	3,744	3,562	
Employees by region – EMEA (Inc. Central) (male) (# of people by region and gender)	**8,205**	7,938	7,928	
Employees by region – Asia (# of people)	**21,808**	21,633	20,895	
Employees by region – Asia (female) (# of people by region and gender)	**9,113**	8,853	8,567	
Employees by region – Asia (male) (# of people by region and gender)	**12,695**	12,780	12,328	

1. Figure comprises training completed through our global learning management platform, including our annual compliance training.

	2025	2024	2023	Target
Inclusion, diversity, and equality cont.				
Employees by age – Under 29 years old (% of people by ranges of age)	**22.7**	23.5	23.8	
Employees by age – Between 30 and 39 years old (% of people by ranges of age)	**33.7**	34.0	34.3	
Employees by age – Between 40 and 49 years old (% of people by ranges of age)	**24.9**	24.0	23.6	
Employees by age – Between 50 and 59 years old (% of people by ranges of age)	**12.8**	12.5	12.5	
Employees by age – 60 and over 60 years old (% of people by ranges of age)	**5.9**	5.9	5.8	
Employees by employment type – Full-time (% of people by employment type)	**94.7**	94.9	95.0	
Employees by employment type – Part-time (% of people by employment type)	**5.3**	5.1	5.0	
Intertek Group plc senior management[1] by gender – Female (% of people by gender)	**27.7**	26.3	23.6	**30%**
Intertek Group plc senior management by gender – Male (% of people by gender)	**72.3**	73.7	76.4	

Top 10 countries of origin – senior management				
UK	**19**	18	17	
US	**18**	14	16	
India	**9**	11	11	
China	**7**	7	6	
Australia	**7**	6	7	
France	**5**	4	4	
Hong Kong	**4**	5	5	
Brazil	**3**	4	2	
Canada	**2**	3	1	
Mexico	**2**	2	4	
Intertek Group plc senior management nationalities (# of nationalities)	**42**	41	45	

	2025	2024	2023	Target
Inclusion, diversity, and equality cont.				
Intertek Group plc Board of Directors - Female (# of people by gender)	**4**	4	5	
Intertek Group plc Board of Directors - Male (# of people by gender)	**9**	7	7	
Intertek Group plc Board of Directors by age group – Between 40-49 years old (% of people by ranges of age)	**0**	0	8	
Intertek Group plc Board of Directors by age group – Between 50-59 years old (% of people by ranges of age)	**23**	27	17	
Intertek Group plc Board of Directors by age group – 60 and over 60 years old (% of people by ranges of age)	**77**	73	75	
Intertek Group plc Board of Directors by ethnicity – White (# of people by ethnicity)	**10**	8	9	
Intertek Group plc Board of Directors by ethnicity – Asian (# of people by ethnicity)	**3**	3	3	

Working with our Customers

	2025	2024	2023	Target
Customer relationship management				
Average number of NPS interviews per month	**6,059**	6,036	5,684	**>=6,000**
Management certifications				
ISO 9001 certification rate (# of sites belonging to certified entities)	**268**	288	262	
ISO 14001 and/or ISO 45001 certification rate (# of sites belonging to certified entities)	**124**	129	98	

1. Senior management is defined as Group Executive Committee and their direct reports as of 31 October each year.

Environment

Global energy use by source[1]	2025	2024	2023	Base year 2019
Standard electricity, heat and steam (MWh)	**58,333**	113,469	171,241	263,676
Renewable electricity[2] (MWh)	**204,475**	151,700	88,716	Not reported
Mobile combustion[3] (MWh)	**148,680**	137,679	139,715	Not reported
Stationary combustion[4] (MWh)	**121,219**	113,714	122,020	69,871
Total energy use[5] (MWh)	**532,707**	516,562	521,692	333,547
Percentage of total energy use from renewable sources (%)	**38.4**	29.4	17.0	Not reported

Waste management[6]				
Total waste (metric tonnes)	**5,083**	5,442	3,453	Not reported
Waste recycled/reused (metric tonnes)	**683**	843	527	Not reported
Waste landfilled (metric tonnes)	**4,400**	4,599	2,926	Not reported

Water consumption[7,8]				
Water consumption (megalitres)	**856**	866	Not reported	

1. Energy use disclosures now include all energy sources from mobile and stationary combustion.
2. Renewable electricity at site level is consumed from green tariffs, Energy Attribute Certificates and solar PV generation.
3. Energy from the fleet.
4. Gas and fuels used for heating and in testing.
5. UK portion of total energy use was 4% (2024: 4%).
6. Data covers 102 sites (2024: 114 sites) across the USA.
7. Data covers 253 sites across 52 countries. We will continue to improve in this area.
8. Our annual environmental reporting cycle ran from 1 October 2024 to 30 September 2025.
9. Refer to our Basis of Reporting document for full details of scope. Available on our website at www.intertek.com/about/our-responsibility/sustainability-reports--policies/
10. Employee Commuting emissions were restated in 2020 for the 2019 base year as a result of increased attention to detail and diligence in the data collection process.
11. Intensity ratios are based on the total of scope 1, scope 2 (market-based) and scope 3 emissions (Business Travel and Employee Commuting) in line with our science-based reduction targets.

GHG emissions by source[8,9]	2025	2024	2023	Base year 2019	Target 2030
Scope 1 emissions (CO_2e tonnes)	**62,982**	57,986	61,168	64,709	
Scope 2 emissions (market-based) (CO_2e tonnes)	**26,999**	48,634	78,228	133,860	**50% reduction**
Scope 3 emissions Business travel (CO_2e tonnes)	**16,895**	19,946	18,108	25,849	
Scope 3 emissions[10] Employee commuting (CO_2e tonnes)	**26,386**	27,241	27,108	67,101	
Scope 3 emissions Energy-related activities not included in Scope 1 or Scope 2 (CO_2e tonnes)	**6,701**	5,408	6,543	7,669	
Total CO_2e emissions (market-based) (CO_2e tonnes)	**139,963**	159,215	191,155	299,188	
Scope 2 emissions (location-based) (CO_2e tonnes)	**112,206**	115,571	113,270	128,693	
Operational market-based emissions intensity (people)[11] (tCO_2e emitted per employee)	**2.9**	3.5	4.2	6.5	
Operational market-based emissions intensity (revenue) on constant currency basis (tCO_2e emitted per £m of revenue)	**38.8**	45.3	55.5	97.6	

Communities

	2025	2024	2023	Target
Positive impact on communities				
Total community projects (# of projects)	**270**	245	159	
Empowerment projects Number of projects	**85**	50	54	
Education projects Number of projects	**164**	175	93	
Environmental projects Number of projects	**21**	20	12	
Number of volunteer hours (# hours volunteered)	**29,417**	17,299	10,415	

Responsible Business practices

	2025	2024	2023	Target
Human rights				
Discrimination Total number of proven incidents of discrimination, and actions taken	**0**	0	0	
Indigenous people's rights Total number of violations of the rights of indigenous people, and actions taken	**0**	0	0	
Human rights grievances Number of grievances identified through helplines[1] related to human rights	**0**	0	0	
Percentage of employees trained on our human rights principles[2] (As a % of eligible employees)	**99.6**	100.0	97.6	**100**
Collective bargaining[3] (As a % of employees)	**32**	31	29	

1. The Group has a whistleblowing process, which includes a global hotline system enabling all employees, contractors, suppliers and others to confidentially report suspected misconduct or breaches of the Code of Ethics and other Group policies.
2. Our Code of Ethics training aims to educate all employees about potential integrity issues, including human rights, bribery, corruption, non-discrimination and employee relations. Completion rate rounded to the nearest 0.1%.
3. Employees that are represented by independent trade unions or employee representative bodies.

	2025	2024	2023	Target
Public policy				
Contributions to local, regional or national political campaigns/ organizations/candidates (in GBP)	**0**	0	0	
Doing Business the Right Way				
Compliance and Integrity				
Code of Ethics reports to helplines: total reports of non-compliance with the Code made to our hotline[1]	**137**	127	106	
Code of Ethics investigations: total number of substantiated reports that required remedial action	**40**	29	39	
Percentage of employees trained on the Code of Ethics[2] (% of eligible employees)	**99.6**	100.0	97.6	**100**
Number of confirmed incidents identified through our hotline where employees were disciplined or dismissed due to non-compliance with our anti-corruption policy	**4**	4	2	
Sustainable procurement				
Suppliers assessed for sustainability risks and invited to complete our Self-Assessment Questionnaire (# of suppliers)	**395**	395	302	
Information security and data privacy				
Number of complaints received from outside parties and substantiated by the organization (# of complaints reported through our centralised system[1])	**0**	0	0	
Of these, substantiated complaints concerning breaches of data customer policy (# of complaints reported through our centralised system[1])	**0**	0	0	
Completion rate of data protection and privacy e-learning (As a % of people invited to the e-learning)	**89**	85	78	