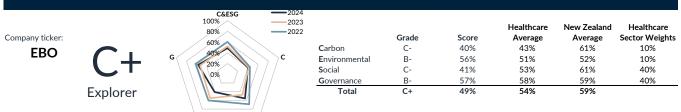
FORSYTH BARR



Forsyth Barr Commentary

Stable Condition: EBOS Group's (EBO) grade held steady this year and there were no significant changes within each category. EBO's two weakest areas are Carbon and Social. Carbon is dragged down by its lack of carbon reporting and data – this should change over time. Social is also weighed down by a lack of data. EBO's auditor tenure is very long (30 years), which is a negative score within Governance. We think it is also worth noting that EBO is raising director fees in a year when it has lost a significant contract and profitability will likely decline.

Carbon		Metric	Data	Score	Weight	Group Score	Group Wgt
Carbon		Is the company a Climate Reporting Entity, required to prepare climate-	Data	Score	weight	Group Score	Group wgt
	C1.1	related disclosures in accordance with the Aotearoa NZ Climate	Yes				
Climate Reporting	C1.1	Disclosure Standards?	Tes				
climate Reporting		Has the company filed its first mandatory climate-related disclosures					
	C1.2	and/or voluntarily reported in accordance with the Standards?	Yes				
	C2.1	For how long have scope 1 and 2 CO2e (tonnes) been tracked, measured	0	0.40	20.00%		
		and publicly reported by the company?	3 years	0.60	20.00%		
	C2.2	If at least five years of scope 1+2 emissions data, are scope 1+2	< 5y data	0.00	20.00%		
	C2.2	emissions decreasing, stable, or increasing over the last five years?	< Jy uata	0.00	20.00%		33.33%
GHG Emissions	C2.3	If at least five years of scope 1+2 emissions data, is carbon intensity	< 5y data	0.00	20.00%	12.00%	
GHG EIIIISSIOIIS	C2.5	decreasing, stable, or increasing?	< Jy uata	0.00	20.00%		
	C2.4	Has the company identified and publicly disclosed its most material scope	No	0.00	20.00%		
	02.4	3 emission sources?	NO	0.00	20.0078		
	C2.5	For how long have scope 3 CO2e (tonnes) been tracked, measured and	0 years	0.00	20.00%		
	02.5	publicly reported by the company?	o years	0.00	20.0070		
	C3.1	Does the company have an emissions reduction target or net zero	Yes	1.00	16.67%		
	00.1	commitment in place?				41.67%	33,33%
	C3.2	If a target is in place, is the target based on an absolute emissions and/or	Absolute	1.00	16.67%		
		an emissions intensity measure?					
	C3.3	If a target is in place, is the target aligned with and/or verified by the SBTi	No	0.00	16.67%		
Emissions		(or similar) as a science-based target?					
Management		Is there a clearly defined climate transition plan in place outlining the	DI : 1			41.07%	33.33%
	C3.4 C3.5	strategy to meet emissions reduction targets?	Plan in place - lacks detail	0.50	16.67%		
		Is the company already operating at net zero and if so, how are offsets	lacks detail				
		used to help meet targets?	No	0.00	16.67%		
	C3.6	Has the company introduced the concept of a 'just transition' into its					
		climate ambitions?	No	0.00	16.67%		
		Has the company outlined how its assessment of climate-related risks					
		and opportunties serves as an input to capital deployment and funding	In progress	0.00	33.33%		
		decisions?	1 0				
Risk & Opportunity		Has the company publicly announced any new projects or partnerships				66.67%	33.33%
Management	C4.2	(over the last 12 months) that will amount in significant (<-10%) emissions	Yes	1.00	33.33%		
		reductions?					
	C4.3	Does the company own any proven or probable fossil fuel reserves?	No	1.00	33.33%		
C - Total							C- (40.11%)

Environmental		Metric	Data	Score	Weight	Group Score	Group Wgt
Environmental Management Systems	E1.1	Does the company have ISO 14001, EMS, Toitū Envirocare carbonzero or equivalent certification on all applicable sites?	No	0.00	33.33%		
	E1.2	Has the company made commitments to new build or retrofit to meet level 4, 5 or 6 of the Green Star (or equivalent Homestar if relevant) standard in owned or leased buildings?	Green Star 4	0.50	33.33%	50.00%	33.33%
	E1.3	Has there been an environmental fine or breach (including any resource consent discharge breaches such as nutrient or harmful substances discharges) in the last three years?	No	1.00	33.33%		
	E2.1	Is there a commitment to reduce waste in place?	Yes	1.00	50.00%		
	E2.2	If there is five years of waste management data, is total waste to landfill decreasing, stable, or increasing?	< 5y data	0.00	50.00%		
Waste & Water	E2.3	Is water consumption material to the company's business operations and/or supply chain?	No	0.00	0.00%		
	E2.4	If water consumption is considered material to the company's operations, is the company currently implementing any water stewardship practices to reduce water usage or improve water efficiency?	Not material	0.00	0.00%	50.00%	33.33%
	E2.5	If water consumption is considered material to the company's operations, and if there is five years of water data, is total water use decreasing, stable, or increasing?	Not material	0.00	0.00%		
Biodiversity & Circular Economy	E3.1	Is there a commitment by the company to preserve and protect biodiversity and/or natural ecosystems?	Yes	1.00	33.33%		
	E3.2	Does the company voluntarily report against the TNFD framework?	No	0.00	33.33%	66.67%	33.33%
	E3.3	Is the company actively engaged in implementing circular economy principles into its business model?	Yes	1.00	33.33%		
E - Total							B- (55.56%)

Social		Metric	Data	Score	Weight	Group Score	Group Wgt
Health & Safety	S1.1	Does the company have safety management targets in place?	Yes	1.00	33.33%		
	S1.2	If there is five years of data on a measure of safety (e.g. LTIFR) collected by the company, is it decreasing, stable, or increasing?	< 5y data	0.00	33.33%	66.67%	20.00%
	S1.3	Have there been any workplace fatalities in the last five years?	No	1.00	33.33%		
Human Rights &	S2.1	Does the company have a human rights policy?	No	0.00	25.00%	50.00%	20.00%
	S2.2	Has the company identified where, across its business, there may be material risks of modern slavery?	Yes	1.00	25.00%		
Supply Chain	S2.3	Is the company an accredited living wage employer?	No	0.00	25.00%		
	S2.4	Is there a supply chain code of conduct?	Yes	1.00	25.00%		
Product Quality & Accessibility	S3.1	Have there been any unplanned product or service faults (including cyber incidents or data privacy breaches) resulting in, for example, disruption to operations or recalls (including FDA regulated products if relevant), in the last three years?	Yes	0.00	100.00%	0.00%	20.00%
	S4.1	Is employee turnover measured and publicly reported?	Yes - internally only	0.50	25.00%	12.50%	20.00%
	S4.2	If employee turnover is reported:					
Employee Value	S4.2.1	ls it <10%, <20%, >20%?	Insufficient data	0.00	12.50%		
Proposition /	S4.2.2	If there is five years of employee turnover data, is it decreasing, stable, or increasing?	Insufficient data	0.00	12.50%		
Culture	S4.3	Is there a contemporary parental leave policy?	No	0.00	25.00%		
	S4.4	Does the company provide resources and support for employees' mental health and well being, and is the company measuring the impact of its mental health/wellbeing initiatives on productivity and/or retention?	No	0.00	25.00%		
	S5.1	Does the company publicly report its gender pay gap?	Yes	1.00	50.00%	75.00%	20.00%
Diversity	S5.2	Does the company track and measure the proportion of women in management roles in relation to the proportion of women employees?	64%	0.50	50.00%		
S - Total							C- (40.83%)

Governance		Metric	Data	Score	Weight	Group Score	Group Wgt
Sustainability	G1.1	Does the company integrate its sustainability strategy into its business-as- usual operations?	Yes	1.00	50.00%	75.00%	14.29%
	G1.2	Is remuneration for senior executives linked to achieving sustainability performance?	Part of annual appraisal	0.50	50.00%		
	G1.3	Has the company committed to voluntarily putting its executive remuneration report forward for a shareholders vote?	No	0.00	0.00%		
Framework	G2.1	Does the company have B Corporation, Future-Fit (or equivalent) certification?	No	0.00	100.00%	0.00%	14.29%
	G3.1	Does the company have share classes with different voting rights?	No	1.00	33.33%		14.29%
nvestor	G3.2	Is there potential for a 'blocking' shareholder?	18.99%	0.50	33.33%	50.00%	
Protections	G3.3	Is there any evidence of significant unequal treatment of minority shareholders in any equity raisings in the last three years?	Neutral	0.00	33.33%	30.0070	14.2770
	G4.1	How long is the current auditor's tenure?	30 years	-1.00	50.00%		14.29%
Audit & External	G4.2	What is the average proportion of total fees paid to the auditor for non- statutory audit services over the past three years?	0.33%	1.00	50.00%	0.00%	
Relationship	G4.3	Does the company publicly disclose its direct lobbying activities?	No	0.00	0.00%		
Management	G4.4	Is the company explicitly considering lwi specific considerations within its business operations?	No	0.00	0.00%		
	G5.1	Do non-executive and independent Board members comprise the majority of Board members?	100.00%	1.00	10.00%	100.00%	14.29%
	G5.2	Is the CEO also the Chair?	No	1.00	10.00%		
	G5.3	What is the average tenure of current Board members?	7.3 years	1.00	10.00%		
_ /	G5.4	What is the average number of Board member affiliations of non- executive Board members?	3.00	1.00	10.00%		
Board	G5.5	How many directors are on the Board?	6	1.00	10.00%		
	G5.6	Is a Board skills matrix disclosed?	Yes	1.00	10.00%		
	G5.7	Does the company have a policy for maintaining a well-balanced Board?	Yes	1.00	10.00%		
	G5.8	Are all audit-committee members non-executive directors?	Yes	1.00	10.00%		
	G5.9	Is the Board's gender diversity sufficient?	50.00%	1.00	10.00%		
	G5.10 G6.1	Does the Board undertake an annual self review process? Is there a cybersecurity policy in place? If so, is there evidence the	Yes	1.00	10.00%	100.00%	14.29%
Data Security & Tax	G6.1	company has tested its cyber resilience strategies in the last year?	Yes	1.00	33.33%		
	G6.2	Is there a data privacy and protection policy in place? If so, is there evidence the company has tested its security measures in the last year?	Yes	1.00	33.33%		
	G6.3	Does the Board have a tax governing framework in place?	Yes	1.00	33.33%		
Assurance & Ethics	G7.1	Has the company received external assurance of its sustainability report or disclosures?	Limited - GHG inventory	0.50	50.00%	75.00%	14.29%
	G7.2	Has the company avoided major controversies in the last five years as well as acted with integrity in both financial and non-financial reporting?	Yes	1.00	50.00%		
G - Total							B- (57.14%