



Keeping the World Flowing
for Future Generations

Sustainability Supplement 2025

GRI content index and
MSCI disclosures



Global Reporting Initiative (GRI) Content Index

Statement of use: Rotork plc has reported the information cited in this GRI content index for the period of 01 January 2025 to 31 December 2025 with reference to the GRI standards.

GRI 1 used: GRI 1: Foundation 2021.

GRI Standard	GRI reference	Disclosure topic	Location in Annual Report 2025 or supplementary comment
General disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	(a) to (c): page 147 ('Company status') (d): pages 2-3
	2-2	Entities included in the organization's sustainability reporting	(a) Entities included in sustainability reporting: see page 147 (Additional disclosures) (b) The entities included in sustainability reporting are the same as those in the consolidated financial statements (c) Approach to consolidating information: see page 166 ('Consolidation')
	2-3	Reporting period, frequency and contact point	(a) 01 January to 31 December 2025 (b) 01 January to 31 December 2025 (pages 81, 161) (c) Report publication date: 27 March 2026 (d) Contact address: ESG@rotork.com
	2-4	Restatements of information	Pages 35-36
	2-5	External assurance	Page 35 Full statement available at rotork.com/en/sustainability/esg-reports-and-policies
	2-7	Employees	Pages 3, 52-53, 57
	2-9	Governance structure and composition	Pages 82-88, 94-95, 98-109
	2-10	Nomination and selection of the highest governance body	Pages 82-83, 115-118
	2-11	Chair of the highest governance body	Page 82
	2-12	Role of the highest governance body in overseeing the management of impacts	Pages 84-90
	2-13	Delegation of responsibility for managing impacts	Pages 86, 106, 110, 115, 55, 68-69, 58-66
	2-14	Role of the highest governance body in sustainability reporting	Pages 106-109
	2-15	Conflicts of interest	Page 91
	2-16	Communication of critical concerns	Pages 44, 88, 93-95, 100-105
	2-17	Collective knowledge of the highest governance body	Page 85: appointment of Board members with sustainability skills and experience Page 107: Board training on sustainability reporting and assurance
	2-18	Evaluation of the performance of the highest governance body	Pages 96-97: Board performance review Pages 109, 114, 117, 125: Board committee performance reviews

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GRI Standard	GRI reference	Disclosure topic	Location in Annual Report 2025 or supplementary comment
	2-19	Remuneration policies	Pages 119-146 (Pages 130-134: Proposed Remuneration Policy in full)
	2-20	Process to determine remuneration	Pages 119-146
	2-21	Annual total compensation ratio	Page 144
	2-22	Statement on sustainable development strategy	Pages 11, 28-56, 106-109
	2-23	Policy commitments	Pages 29, 76-77 See also: a) Policies webpage (rotork.com/en/sustainability/esg-reports-and-policies) b) Code of Conduct (rotork.com/en/sustainability/esg-reports-and-policies/rotork-code-of-conduct) c) Speak Up Policy (rotork.com/en/sustainability/esg-reports-and-policies/speak-up-policy)
	2-24	Embedding policy commitments	Pages 41-44, 55, 58-59, 68-69, 76-77, 86-87, 93
	2-25	Processes to remediate negative impacts	Code of Conduct rotork.com/en/sustainability/esg-reports-and-policies/rotork-code-of-conduct
	2-26	Mechanisms for seeking advice and raising concerns	Speak Up rotork.com/en/sustainability/esg-reports-and-policies/speak-up-policy Annual Report 2025 Pages 43-44, 63-64, 88, 91, 93-95, 97
	2-27	Compliance with laws and regulations	Pages 63, 43-44
	2-28	Membership associations	Page 56: ESG Commitments
	2-29	Approach to stakeholder engagement	Pages 18, 31, 98-105, 94-95, 149
	2-30	Collective bargaining agreements	Page 52
Material topic disclosures			
GRI 3: Material topics 2021	3-1	Process to determine material topics	Page 31
	3-2	List of material topics	Page 31 Previous materiality assessment: see Annual Report 2024, page 37
	3-3	Management of material topics	Pages 31; 20, 33-57, 58-77, 100-105, 106-109
Energy			

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GRI Standard	GRI reference	Disclosure topic	Location in Annual Report 2025 or supplementary comment
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 35-38, 76-77, 106-109
GRI 302: Energy 2016	302-3	Energy intensity	Operational emissions intensity is reported on page 35. To calculate operational energy intensity in 2025 Page 57: Total energy consumed (numerator) Page 24: Revenue (denominator)
	302-4	Reduction of energy consumption	Pages 35, 57
Emissions			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 35-38, 64, 68-77, 106-109
GRI 305: Emissions 2016	305-1	Direct greenhouse gas emissions (Scope 1)	Page 35
	305-2	Energy indirect greenhouse gas emissions (Scope 2)	Page 35
	305-3	Other indirect greenhouse gas emissions (Scope 3)	Page 36
	305-4	Greenhouse gas emissions intensity	Pages 35- 36
	305-5	Reduction of GHG emissions	Pages 35- 36
Waste			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 35-38, 76-77, 106-109
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Pages 36, 38
	306-2	Management of significant waste-related impacts	Page 38
	306-3	Waste generated	Page 38
	306-4	Waste diverted from disposal	Page 38
	306-5	Waste directed to disposal	Page 38
Supplier environmental assessment			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 41-44, 63, 65, 76-77, 102-103, 106-109
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Pages 41-44

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GRI Standard	GRI reference	Disclosure topic	Location in Annual Report 2025 or supplementary comment
Employment			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 50-53, 64, 94-95, 102-103
GRI 401: Employment 2016	401	General disclosures related to employment	(1) New employee hires and employee turnover: pages 51-53 (2) Benefits: see MSCI section of this supplement (3) Parental leave: see MSCI section of this supplement
Occupational health and safety			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 34, 63, 76-77, 102-103, 106-109
GRI 403: Occupational Health and Safety 2018	403	Occupational health and safety	Pages 20, 34, 57
Training and education			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 43, 50-53, 102-103 Also, see the MSCI section of this supplement: - Support for degree programs or certifications for employees - Scope of skills and knowledge development training
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Average hours per FTE of training and development 2025: 22
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 51
	404-3	General disclosures on performance management	Pages 50-52, 64, 17
Supplier social assessment			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 41-44, 63, 65, 76-77, 102-103, 106-109
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	Pages 41-44

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GRI Standard	GRI reference	Disclosure topic	Location in Annual Report 2025 or supplementary comment
Customer health and safety			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 40, 65, 100-101, 111 (Internal controls and risk management)
GRI 416: Customer Health and Safety 2016	416	General disclosures on customer & product safety	Pages 40, 65
Economic performance			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 1, 8-11, 24-27, 31, 45-48, 58-67, 110-114
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Page 18
	201-2	Financial implications and other risks and opportunities due to climate change	Pages 68-77
	201-3	Defined benefit plan obligations and other retirement plans	Pages 186-189
Anti-corruption			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 43-44, 63, 76-77, 148
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Pages 43-44, 58-66
	205-2	Communication and training about anti-corruption policies and procedures	Pages 43-44, 76-77
Anti-competitive behavior			
GRI 3: Material topics 2021	3-3	Management of material topics	Pages 31; 43-44, 63, 76-77, 148
GRI 206: Anti-competitive Behavior 2016	206-1	General disclosures on fair competition	Pages 41, 43-44, 76

Morgan Stanley Capital International (MSCI) Disclosures

Key issue

Company practice: Rotork response

Opportunities in Clean Tech

Strategic focus on clean technology development

Annual Report 2025
 Page 4: Over 90% of Rotork's sales are into industrial automation and control system markets
 Page 4: Over 50% of our sales are electric-powered actuators
 Page 32: Spotlight on the energy-saving product enhancement to the YT-1000
 Pages 45-48: Case studies of our products helping to drive the transition to a low-carbon future where environmental resources are used responsibly.

Labor Management

Workforce eligible for non-pay benefits

Rotork provides all employees with access to a comprehensive benefits package that supports their health, wellbeing, financial security and long-term development. All employees are eligible for benefits that extend beyond statutory requirements, with programmes tailored to local market practices and employee needs.

Depending on location, these benefits may include retirement and pension savings arrangements, healthcare and insurance coverage, life assurance, disability protection, paid parental leave, wellbeing support, employee share ownership opportunities and learning and development assistance. While the specific benefits provided vary by country, our approach is to ensure that all employees have access to meaningful benefits that support them and their families throughout their careers with Rotork.

We regularly review our benefits offering to maintain competitiveness, support employee engagement and promote a consistent employee experience across our global operations.

Employee stock ownership plan (ESOP) or employee stock purchase plan (ESPP)

The Rotork Group considers employee participation in the success of the business to be a key part of the Company's overall remuneration strategy. The Rotork Group offers a range of employee share schemes with eligibility requirements: the Long-Term Incentive Plan ('LTIP'), the UK Sharesave, the UK Share Incentive Plan ('SIP') and the Global Employee Share Plan ('GESP').

More than 50% of Group employees are eligible for either the SIP free-share award programme or the GESP. The SIP and GESP free-share awards operate as discretionary profit-linked share schemes for eligible employees, based on the prior year profit of participating Rotork companies. The value of the award to each employee is based on salary and length of service and can be up to £3,600 per year. This approach provides a meaningful and important incentive to eligible employees in promoting share ownership at all levels in the Group.

Support for degree programs or certifications for employees

Rotork offers apprenticeships globally for service engineers, ranging from 2-5 years dependent upon region. Local apprenticeships offered across a variety of regions and departments.

We run a global graduate programme which offers post-graduate professional certification opportunities in Engineering, Finance, HR through a variety of awarding bodies.

For certain roles where certification is needed, this would be covered by the relevant function e.g. HSE certification, nuclear or quality including ISO certification.

Certification and qualification requests raised by individual employees are managed within functions and considered in relation to budgets, benefits to the business and supporting identified talent.

Scope of skills and knowledge development training

Rotork offers focused management development training for:

- All people managers – tailored programme
- Graduates – tailored programme
- Apprenticeships – global and locally driven
- All digital employees have access to learning@rotork platform, with e-learning content supporting individual, functional and leadership and management development
- Non-digital employees access development locally including individual development, functional and technical training.



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