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## Independent auditor's assurance report

### Scope

We have been engaged by Umicore NV to perform a 'limited assurance engagement', hereafter referred to as "the Engagement", to report on certain sustainability indicators of Umicore NV (the "Company") as listed in Appendix 1 (the "Subject Matter") and as included in the annual report 2022 (the "Report") for the period from 1 January 2022 to 31 December 2022.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining sustainability indicators included in the Report, and accordingly, we do not express a conclusion on this information.

### Criteria applied by Umicore

In preparing the sustainability indicators as listed in Appendix 1 and included in the Report, Umicore NV applied the reporting standards of the Global Reporting Initiative ("GRI"), the Greenhouse gas protocol, the Sustainability Accounting Standards Board ("SASB") and a set of own reporting criteria as disclosed in the Report (the "Criteria").

### Umicore's responsibilities

Umicore's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibilities

Our responsibility is to express a conclusion on the Subject Matter based on our procedures and the evidence we have obtained.



We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information" (ISAE 3000), published by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform our Engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

#### Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

#### Description of procedures performed

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 a reasonable assurance engagement been performed.

Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the sustainability KPIs and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Obtaining an understanding of the reporting processes for the Subject Matter;
- Evaluating the consistent application of the Criteria;
- Interviewing relevant staff at local level responsible for data collection, reporting and calculation of the Subject Matter;
- Interviewing management and relevant staff at corporate level responsible for consolidating and carrying out internal control procedures on the Subject Matter;
- Interviewing relevant staff responsible for reporting the Subject Matter in the Report;
- Determining the nature and extent of the review procedures for each of the locations contributing to the Subject Matter. Based on the site scoping, the sites Kokkola (Finland), Fort Saskatchewan (Canada) and Cheonan (South Korea) were visited to validate the data and evaluate the design and implementation of data collection and calculation processes as well as validation procedures related to the Subject Matter. For the remaining locations contributing to the sustainability indicators listed in Appendix 1, procedures were carried out centrally to review the reasonableness of the data collection, data calculation, and data validation procedures;
- Obtaining internal and external documentation that reconcile with the Subject Matter;
- Performing an analytical review of the data and trends in the Subject Matter at consolidated level as well as at the level of the sites;
- Evaluating the overall presentation of the Subject Matter in the Report.

## Conclusion

Based on our review, nothing has come to our attention that make us believe that the Subject Matter of Umicore NV, as listed in Appendix 1, and as included in the Report for the period from 1 January 2022 to 31 December 2022, was not prepared, in all material respects, in accordance with the Criteria.

Diegem, 28 March 2023

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Represented by

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Appendix 1

Environmental
<ul style="list-style-type: none"> <li>• Metal emissions to water (load)</li> <li>• Metal emission to water (impact units)</li> <li>• Metal emissions to air (load)</li> <li>• Metal emissions to air (impact units)</li> <li>• SOx emissions</li> <li>• NOx emissions</li> <li>• CO2e-emissions scope 1 (per year)</li> <li>• CO2e-emissions scope 2 - Market based (per year)</li> <li>• CO2e-emissions scope 2 - Location based (per year)</li> <li>• CO2e-emissions (scope 1+2) - Market based (per year and per business group)</li> <li>• CO2e-emissions (scope 1+2) - Location based (per year and per business group)</li> <li>• CO2e emissions group (scope 3) – 2019 all categories &amp; 2022 only category Purchased goods &amp; services</li> <li>• Energy consumption (absolute) (per year and per business group) <ul style="list-style-type: none"> <li>• Energy consumption (per business group)</li> <li>• Indirect energy consumption</li> <li>• Direct energy consumption</li> </ul> </li> <li>• Number of energy efficiency projects</li> <li>• Renewable electricity (Global, EU)</li> <li>• Total waste produced</li> <li>• Hazardous waste &amp; % of which recycled</li> <li>• Non-hazardous waste &amp; % of which recycled</li> <li>• Environmental complaints</li> <li>• Sites ISO 14001 certified</li> <li>• Diffuse metal emissions</li> </ul>
Social
<ul style="list-style-type: none"> <li>• Workforce (fully consolidated companies) (per year, per region, per business group) <ul style="list-style-type: none"> <li>• Workforce from associated companies (per year, per region, per business group)</li> </ul> </li> </ul>

- Total workforce (per region, per business group)
- Employees men (per year, per region, per business group)
- Employees women (per year, per region, per business group)
- Full-time equivalent (per year, per region, per business group)
- Employees (< 30 yrs, 30-50 yrs, >50 yrs)
- Temporary contracts (per year, per region, per business group)
- Diversity
  - Women amongst all employees
  - Women amongst all managers
  - Women amongst senior management
  - Non-European representation in senior management functions
  - % women of total new managerial hires
- Average training hours per employee (per year, per region, per business group)
  - Average number of training hours per employee - Men
  - Average number of training hours per employee - Women
  - Average number of training hours per employee - Managers
  - Average number of training hours per employee - Other categories
  - % of managers in managers workforce who followed e-learning on unconscious bias
- Employees having a yearly appraisal (per year, per region, per business group)
- Voluntary leavers ratio (per year, per region, per business group)
  - Voluntary leavers men & women
- Pay equality
- Retention rate
- Number of nationalities
- Number of production sites, R&D/Technical centers, other sites
- Number of employees per country
- Employees represented by union or Collective Labour Agreement (CLA) (per year, per region, per business group)
- Violation against the Code of conduct
- Health campaigns at the site (Per region, BU)

- Physical well-being
- Exposure ratio 'all biomarkers aggregated'
  - Exposure ratio lead (blood)
  - Exposure ratio arsenic (urine)
  - Exposure ratio cobalt (urine)
  - Exposure ratio cadmium (urine)
  - Exposure ratio nickel (urine)
  - Exposure ratio indium (blood)
  - People with platinum salts sensitization
- Number of occupational linked diseases
  - People with noise-induced hearing loss
  - People with contact dermatitis
  - People with occupational asthma other than Ptsalts
  - People with musculoskeletal ailments
- Fatal accidents (per year and per business group)
  - Fatal accidents sub-contractors
- Lost Time Accidents (LTA) (per year, per region and per business group)
- Lost Time Accidents (LTA) for sub-contractors
- LTA frequency rate
- LTA severity rate
- Calendar days lost (per year and per business group)
- Process safety events
- Total recordable injuries (staff & contractors)
- Total recordable injury rate (staff & contractors)
- Sites ISO 45001 certified

Value Chain

- Site accreditations responsible mineral sourcing
- Ecovadis rating
- Resource efficiency (primary, secondary pre-consumer and secondary post-consumer)



- Revenues from clean mobility and recycling
- % of suppliers that have signed the UGSSP (descriptive)
- Product Stewardship
- Total donations (group, regional, BU)
  - Cash donations
  - Donations in kind
  - Staff freed time