

Carbon Reduction Plan

Orion Health Limited

Reporting Period: 01/01/2025 – 31/12/2025

For issue June 2026

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Carbon Reduction Plan

Supplier Name: Orion Health Limited

Publication Date: 29/06/2026

Commitment to Achieving Net Zero

Orion Health Limited (Orion Health) is committed to achieving Net Zero by 2050.

Baseline Emissions Footprint

Reporting Year: 2023 (Jan-Dec)

Orion Health's baseline emissions were quantified in the reporting year of 2023. As of this reporting year (2025), Orion Health have not needed to rebaseline their emissions for 2023, given consistent adherence to methodologies & emissions conversion data sources.

Emissions	Total (tCO2e)			
Scope 1	29.15			
Scope 2	10.78			
Scope 3 (Included Sources)	246.01			
	GHG Category	Emissions (tCO2e)	Included in CRP	Details
	Purchased Goods and Services	N/A	No	Planned to be measured in future years.
	Capital Goods	N/A	No	Planned to be measured in future years.
	Well to Tank	5.51	Yes	Emissions associated from sources not owned or controlled by Orion Health.
	Transportation and distribution (upstream / downstream)	N/A	Yes	This category (upstream transportation) is in scope but emissions from this category are classed as not applicable or de minimis.

Waste Generated from Operations	3.32	Yes	Associated emissions from waste generation, including both municipal waste and water treatment.
Business Travel: Air	139.97	Yes	Orion Health regularly engages with employee air business travel.
Business Travel: Hotel Stays	54.74	Yes	Orion Health regularly engages with employee business travel requiring overnight stays.
Business Travel: Rail Travel	6.19	Yes	Orion Health regularly engages with employee rail business travel.
Business Travel: Road Travel	4.34	Yes	Orion Health regularly engages with employee road business travel.
Employee Commuting	1.27	Yes	Orion Health has permanent employees that commute to office locations.
Employee Home Working	30.40	Yes	Orion Health has permanent employees that spend certain

			periods working from home.
Leased assets (upstream / downstream)	N/A	No	Orion Health does not hold any upstream or downstream leased assets.
Processing, use of, and end-of-life treatment of sold products.	N/A	No	Planned to be measured in future years.
Franchises	N/A	No	Orion Health is neither a franchisee nor a franchisor with relation to business operations.
Investments	N/A	No	The UK entity for Orion Health does not hold any investments.
Total Emissions	285.95		

Current Year Emissions Reporting

Reporting Year: 2025 (Jan-Dec)

Emissions	Total (tCO ₂ e)
Scope 1	14.27
Scope 2	0.81

Scope 3
(Included
Sources)

84.32

GHG Category	Emissions (tCO ₂ e)	Included in CRP	Details
Purchased Goods and Services	0.01	No	Only water supply to offices is captured. Purchased Goods planned to be measured in future years.
Capital Goods	N/A	No	Planned to be measured in future years.
Well to Tank	0.62	Yes	Emissions associated from sources not owned or controlled by Orion Health.
Transportation and distribution (upstream / downstream)	N/A	Yes	This category (upstream transportation) is in scope but emissions from this category are classed as not applicable or de minimis.
Waste Generated from Operations	0.01	Yes	Associated emissions from waste generation, including both municipal waste and water treatment.
Business Travel: Air	28.81	Yes	Orion Health regularly engages with employee air business travel.
Business Travel: Hotel Stays	5.69	Yes	Orion Health regularly engages with employee business travel requiring overnight stays.
Business Travel: Ground Travel	6.72	Yes	Orion Health regularly engages with employee Bus, Rail, Car, Taxi and Hire Car business travel.

	Employee Commuting	33.26	Yes	Orion Health has permanent employees that commute to office locations.
	Employee Home Working	8.39	Yes	Orion Health has permanent employees that spend certain periods working from home.
	Leased assets (upstream / downstream)	1.10	Yes	Orion Health holds upstream leased assets in its London Office (4 desk serviced office with Spaces on White Lion Street).
	Processing, use of, and end-of-life treatment of sold products.	N/A	No	Planned to be measured in future years.
	Franchises	N/A	No	Orion Health is neither a franchisee nor a franchisor with relation to business operations.
	Investments	N/A	No	The UK entity for Orion Health does not hold any investments.
Total Emissions		99.29		

Key Changes Between Current Reporting Year and Baseline Year

GHG Category	2023	2024	2025	% Change	Rationale
Scope 1 - Fuel	29.15	26.88	14.17	-47.29%	Each office directly reported Natural Gas usage and refrigerant leakage, actual reported values in 2025 were significantly lower than estimated values in 2024.
Scope 2 - Energy	10.78	5.06	0.81	-83.96%	Each office directly reported Electricity consumption, actual reported values in 2025 were significantly lower than estimated values in 2024.
Scope 3 - 1. Purchased Goods and Services	N/A	0.01	0.01	-16.54%	No significant change, slight reduction is due to an overall reduction in FTE.
Scope 3 - 3. Well-to-tank	5.51	4.13	0.32	-92.14%	Each office directly reported utilities data, actual reported values in 2025 were significantly lower than estimated values in 2024.
Scope 3 - 5. Waste generated in operations	3.32	0.06	0.01	-80.96%	Each office directly reported utilities data, actual reported values in 2025 were significantly lower than estimated values in 2024.

Scope 3 - 6. Business Travel	205.24	133.30	41.22	-69.08%	Business travel was measured using activity data in 2025, replacing the spend-based method used in 2024 and enabling the use of more accurate, lower-intensity emissions factors.
Scope 3 - 7. Commutin g	31.67	45.06	41.65	-7.57%	Increase in home-based staff reducing commuting emissions slightly.
Scope 3 - 8. Upstream Leased Assets	N/A	2.11	1.10	-47.66%	Each office directly reported utilities data, actual reported values in 2025 were significantly lower than estimated values in 2024.

Emissions Reduction Targets

Orion Health Limited is committed to achieving Net Zero by 2050.

As of 2025, Orion Health's total reported carbon emissions accounted for 99.29 metric tonnes of carbon dioxide equivalent (CO₂e), with Scope 3 accounting for approximately 85% of emissions, emphasising a need to address indirect emissions alongside direct emissions from Orion Health's operations.

Emission hotspots from Orion Health's 2025 Emissions Accounting were identified as the following categories (in descending order of emissions):

- Facilities (Scope 1 +2)
- Business Travel: Air (Scope 3)
- Employee Home Working (Scope 3)
- Employee Commuting (Scope 3)

As this is our third Carbon Reduction Plan, previous carbon emission reduction targets from 2024 will be used to report progress.

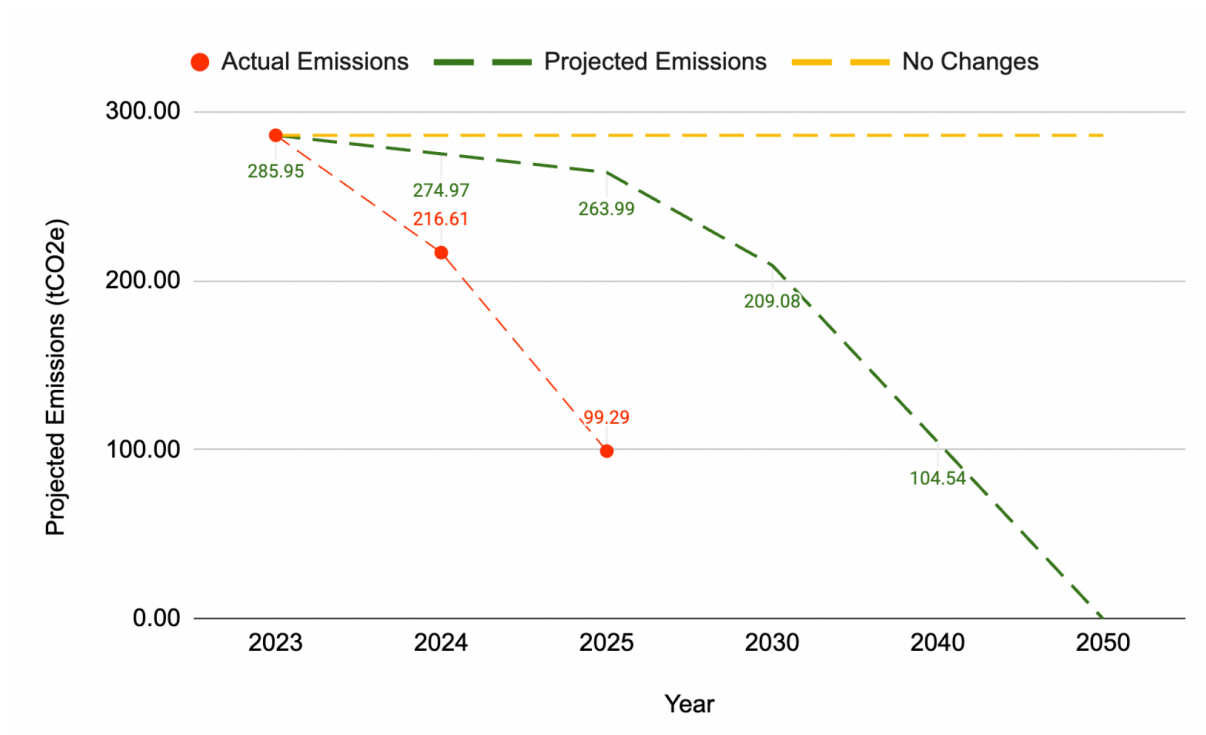
To achieve Net Zero, this plan sets carbon reduction targets for the 7-year period to 2030. During this time, targets will be set for the remaining period to ensure Net Zero will be achieved by 2050.

GHG Category	Initiative
Business Travel: Air	• Evaluation of Orion Health's travel policy to favour a reduction in air travel. • Assessment of required travel to choose suitable mode of transport e.g. if an air route can be taken with rail, the latter is chosen. • Choosing lower seat classes when travelling by air. • Opting for teleconferencing instead of air travel.
Scope 1 and 2	• Near and Long term scenarios for switching to electrical heating as well as renewable energy use and/or generation on sites.
Home Working	• Low / no cost home improvements for both renters and homeowners.
Employee Commuting	• Reducing employee commuting by promoting remote work and low-carbon travel options.

Baseline emissions are records of greenhouse gases produced in the past, prior to the introduction of any strategies to reduce emissions. They are the reference point against which emissions reduction can be measured. This Carbon Reduction Plan (CRP) is compared against the baseline year from January to December 2023.

In 2023, we projected that carbon emissions would decrease over the next six years to 209.08 tCO₂e by 2030. This is a reduction of 26.68%. As of 2025, emissions have decreased by 65.28% from 2023 to 99.29 tCO₂e. Orion Health is on track to meet our Net Zero Target.

Progress against these targets can be seen in the graph below:



Progress Against Targets

Below, we outline our progress in 2025 against the emission reduction targets set against our baseline:

Scope	Status
1	On track - emissions were significantly lower as compared to the baseline year (-51% reduction between 2023 and 2025).
2	On track - emissions were significantly lower as compared to the baseline year (-84% reduction between 2023 and 2025).
3	On track - emissions were significantly lower as compared to the baseline year (-66% reduction between 2023 and 2025).

Carbon Reduction Projects

Orion Health has completed a number of carbon reduction projects in 2025 which include:

- Office Relocation to Renewable Energy Facility – During 2024, Orion Health relocated their Glasgow office to a serviced workspace operated by

Clockwise, which is powered by 100% renewable energy. This move means that 2/3 of their office locations are now powered by renewable energy, reinforcing their commitment to reducing emissions associated with their facilities footprint. This has been reflected in the significant reduction of 84% in Scope 2 emissions from electricity consumption in 2025.

- **Travel Policy Review** – In 2025, Orion Health completed a comprehensive review of their organisational travel policy, with a focus on minimising non-essential travel and promoting lower-carbon transport alternatives. This ongoing review aimed to embed more sustainable travel practices across all levels of the business. This has been coupled with an improved travel management platform which has allowed for all journeys and stays to be accounted for and measured using activity data in 2025. This has resulted in a significant reduction of 69% from 2024.
- **Staff Engagement and Education** – In 2025, Orion Health continued working with Furthr through the Furthr staff app, which helps employees understand and reduce their personal and work-related carbon footprints. This was supported by an internal learning session on emissions and sustainable behaviours, contributing to an 8% reduction in commuting and homeworking emissions from 2024 to 2025.

Energy & Facilities:

In 2025, facilities usage accounted for 17% of overall emissions. Given the geographic locations of Orion Health's facilities (in the United Kingdom), renewable energy is highly accessible, which has been demonstrated by The Belfast office and the Glasgow office which has recently transitioned to a green electricity contract. Orion Health can push for and engage building management for their London office to procure renewable electricity in the following years. Using renewable energy has a variety of benefits:

1. Reduced Greenhouse Gas Emissions
2. Environmental Conservation
3. Energy Security and Independence:

Recommended carbon reduction measures for energy usage:

1. Continue to establish clear renewable energy goals and timelines for the London office's transition and to guide efforts and demonstrate a commitment to sustainability across the organisation. It is critical to consider the ability of Orion Health to reach such goals and targets.
2. Wherever possible, ensure that office facilities either directly invest in

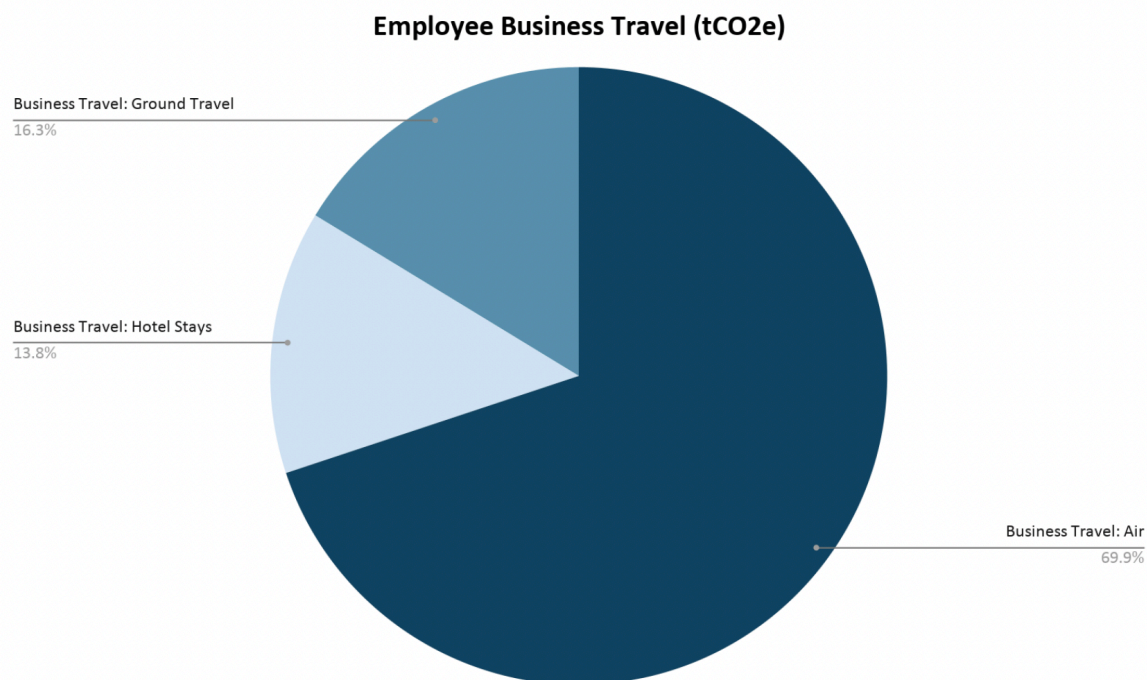
renewable energy sources on-site, such as solar power, or indirectly do so by procuring renewable energy from utility providers. Transitioning to clean energy helps reduce reliance on fossil fuels and minimises greenhouse gas emissions.

3. If facilities do not generate renewable energy on-site, Orion Health can also request that facility providers purchase Renewable Energy Certificates (RECs), which support renewable projects elsewhere and help offset conventional energy consumption.

Activity	Timeframe	Absolute Reductions	% Total Reduction	Action
Switching facilities heating away from natural gas	5Y (2030)	1.1 tCO ₂ e	100%	Work with the London leased facility to ensure active measures are in place to switch away from natural gas suppliers.
Procurement of Grid-based Renewable Energy	3Y (2028)	0.81 tCO ₂ e	100%	Work with each facility to ensure the purchase of credible Energy Attribute Certificates (EACs), reflective of absolute annual non-renewable electricity consumption
Procurement of Air-Con units with hydrocarbon-based refrigerants	5Y (2030)	14.17 CO ₂ e	99%	Work with each leased facility to ensure aircon units installed use R-290 and R-600a refrigerants for cooling

Employee Business Travel

Appropriate travel by Orion Health's employees is a valuable and essential part of Orion Health conducting its business effectively, and consequently, it is also a considerable source of emissions across the group. In 2025, business travel accounted for 42% of overall reported emissions, with air travel and ground travel contributing the majority of emissions at 70% (28.81 tCO₂e) and 16% (6.72 tCO₂e), respectively. Reducing emissions related to business travel involves adopting cleaner and more sustainable practices regarding travel.



Air Travel

Generally, higher classes of travel for longer journeys (e.g. long-haul and international flights) will be selected. However, it is critical to be aware that the average 1st class long-haul flight emits 1.4 times more emissions than business class and 4 times more than economy class. Similarly, the average business class flight emits 3 times more emissions than economy class¹.

Recommended carbon reduction measures for consideration:

¹ Small emitters tool (SET) | EUROCONTROL." Eurocontrol, <https://www.eurocontrol.int/tool/small-emitters-tool>. Accessed 28 March 2024.; "2023 Government greenhouse gas conversion factors for company reporting: Methodology paper." GOV.UK, 1 June 2023, <https://assets.publishing.service.gov.uk/media/647f50dd103ca60013039a8a/2023-ghg-cf-methodology-paper.pdf>. Accessed 28 March 2024.

1. Evaluation and monitoring of Orion Health's travel policy
 - a. Providing incentives for more environmentally friendly travel choices, including the type of travel class and assessing the type of route travel (e.g., if the route can be taken by train instead of air).
2. Optimising routes and hauls
 - a. Different routes and hauls have varying effects on generated emissions. Generally, the more indirect the route and the longer the haul, the more carbon emissions result.
3. Negating travel in favour of teleconferencing
 - a. Instead of undertaking air travel, teleconferencing can significantly reduce emissions, regarding both air travel and hotel stay emissions.

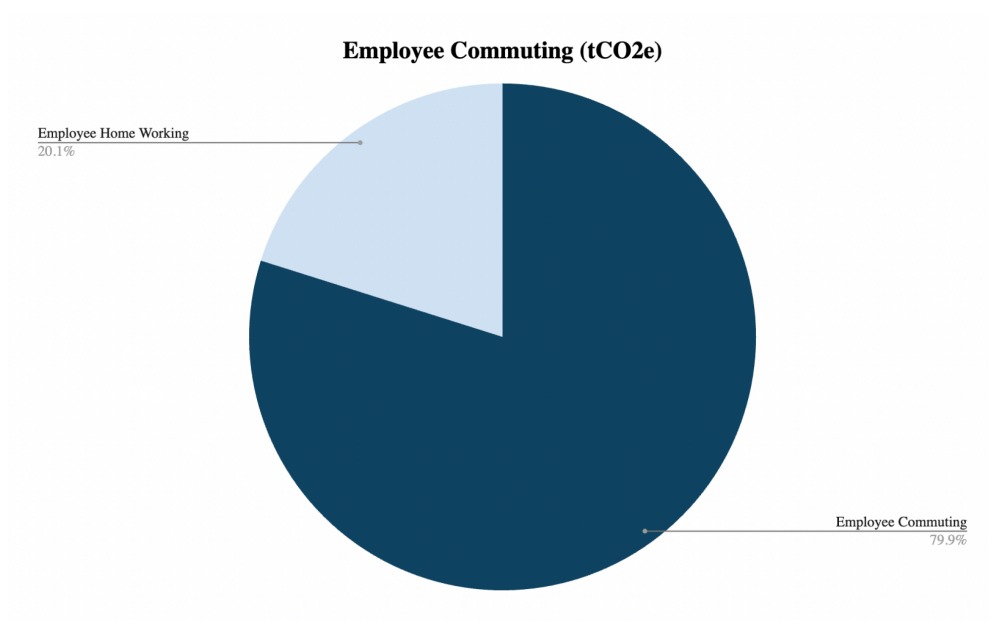
Ground Travel

Through promoting train and coach travel over car use, and encouraging ride-sharing where possible, Orion Health can evaluate their policy on business travel by land. Reducing single-occupancy car journeys will lead to lower transport emissions and contribute to more sustainable business travel practices.

Orion Health is considering an electric car scheme for employees who regularly drive for work related to business travel. If introduced, this could help reduce ground travel emissions where public transport or ride-sharing is not practical.

Employee Commuting & Homeworking

In 2025, Commuting & Homeworking accounted for 42% of overall emissions, with Commuting accounting for 80% and Homeworking producing 20%.



Reducing homeworking emissions for companies can be challenging owing to the limited influence the company has over its employees' individual choices. However, Orion Health can encourage and incentivise employees to take steps to reduce their home working emissions by opting for renewable energy tariffs.

Step 1: Drive education and awareness

Orion Health should look to host a training session for employees, educating them on home energy tariffs, their environmental impact, and how this feeds the company's carbon footprint. Demonstrating the comparative emission savings and associated costs could lead to a significant uptake in renewable energy tariffs.

Step 2: Incentivise action

Combined with an awareness campaign, Orion Health could also partner with regional renewable energy providers to offer discounted rates for employees to switch. These can be negotiated directly with the supplier or by offering reimbursements for a portion of their renewable energy subscription costs.

Step 3: Present additional options to staff

There are various recommendations that are suitable for renters and homeowners which can reduce emissions when working at home:

1. Home improvements for better energy efficiency:
 - a. Draught excluders to improve heat retention.
 - b. Smart thermostats can automatically learn a household's activity patterns and automatically heat and cool.
 - c. Radiator reflectors, reflect heat back into the room, preventing heat loss through walls and windows, decreasing the amount of heating used.
 - d. Smart power strips, which ensure both efficiency and also not powering devices which are not in use
2. Future Initiative: Electric Car Scheme
 - a. Orion Health is considering introducing an electric car scheme for employees who regularly travel by car for work. While this initiative is not yet in place, it could support future reductions in ground travel emissions by encouraging lower-emission vehicle use for business journeys where public transport or ride-sharing is not practical.
 - b. If implemented, the scheme could help reduce emissions associated with employee car travel, support more sustainable

business travel choices, and contribute to Orion Health's wider progress towards its carbon reduction targets.

Conclusion

In 2025, Orion Health's emissions reduction was largely driven by improved data quality. Monthly and annual utility data was provided for all three offices, replacing the 2024 method of estimating consumption from floor area and headcount. Together with Glasgow's move to a green electricity contract, this allowed Orion Health to more accurately apportion utilities consumption and reduce reported facilities emissions.

Business travel data also improved through a new travel management platform, enabling journeys and hotel stays to be measured using activity-level data rather than spend-based estimates. This allowed travel class, journey type and stay duration to be captured more accurately, significantly reducing reported business travel emissions, which remained Orion Health's largest emissions category in 2025.

Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard⁴.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Bradley J Porter

Bradley J Porter (Jun 30, 2026 08:47:09 GMT+12)

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Date: 29/06/2026

² <https://ghgprotocol.org/corporate-standard>

³ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴ <https://ghgprotocol.org/standards/scope-3-standard>