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A.Menarini Diagnostics UK Carbon Reduction Plan 2024/2025

1 Commitment to achieving Net Zero

A. Menarini Diagnostics is committed to achieving Net Zero emissions by 2038.

2 Scope

This carbon footprint assessment follows the principles and structure of the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Scope classification and emissions boundaries are aligned with the GHG Protocol's definitions for Scope 1, Scope 2, and Scope 3 emissions.

2.1 Scope Definitions

Scope 1: Direct emissions from owned or controlled sources, including on-site combustion of natural gas and tailpipe emissions from company-owned vehicles.

Scope 2: Indirect emissions from purchased electricity used on-site and electricity used for company-owned electric vehicles.

Scope 3: All other indirect emissions, including:

- Category 6 – Business Travel: Travel in vehicles not owned or controlled by the company (e.g. rail, air, taxis, employee-owned cars used for business).
- Category 7 – Employee Commuting: Travel between home and work by employees.

As per GHG Protocol guidance, commuting and business travel are separately classified and calculated.

3 Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

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3.1 Data set:

Data for calendar-year 2022 staff survey reporting; includes transport, fuel & electricity factors
Electricity and gas usage for the year based on utility company statements.

DESNZ/DEFRA: *Greenhouse gas reporting: conversion factors 2022*

Table 1 Total Emissions for Baseline Year 2022

Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations	
Menarini Diagnostics performed our first Carbon Footprint Calculator Surveys in 2023 in order to establish a baseline starting with 2022 company data. This data has been combined with company energy use data for the period to ensure that Scope 1, 2 and 3 emissions data is included	
Baseline year emissions:	
Scope	EMISSIONS TOTAL Metric Tons (tCO2e)
Scope 1	80.4
Scope 2	20.8
Scope 3 (Included Sources)	234.1
Total Emissions	335.4

Table 2 Scope Breakdown for Baseline Year 2022

Scope	tCO2e
Scope 1 – gas (site)	28.81
Scope 1 – company vehicles (tailpipe from business travel)	51.63
Scope 1 – TOTAL	80.44
Scope 2 – electricity (site)	20.77
Scope 2 – BEV travel (company cars)	0.035
Scope 2 – TOTAL	20.81
Scope 3 – business travel	100.50
Scope 3 – commuting	133.62
Scope 3 – TOTAL	234.12
GRAND TOTAL	335.36

3.2 Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease to **167.68 tCO2e** by 2030. This is a reduction of **50%**.

Projected targets can be seen in Figure 1:

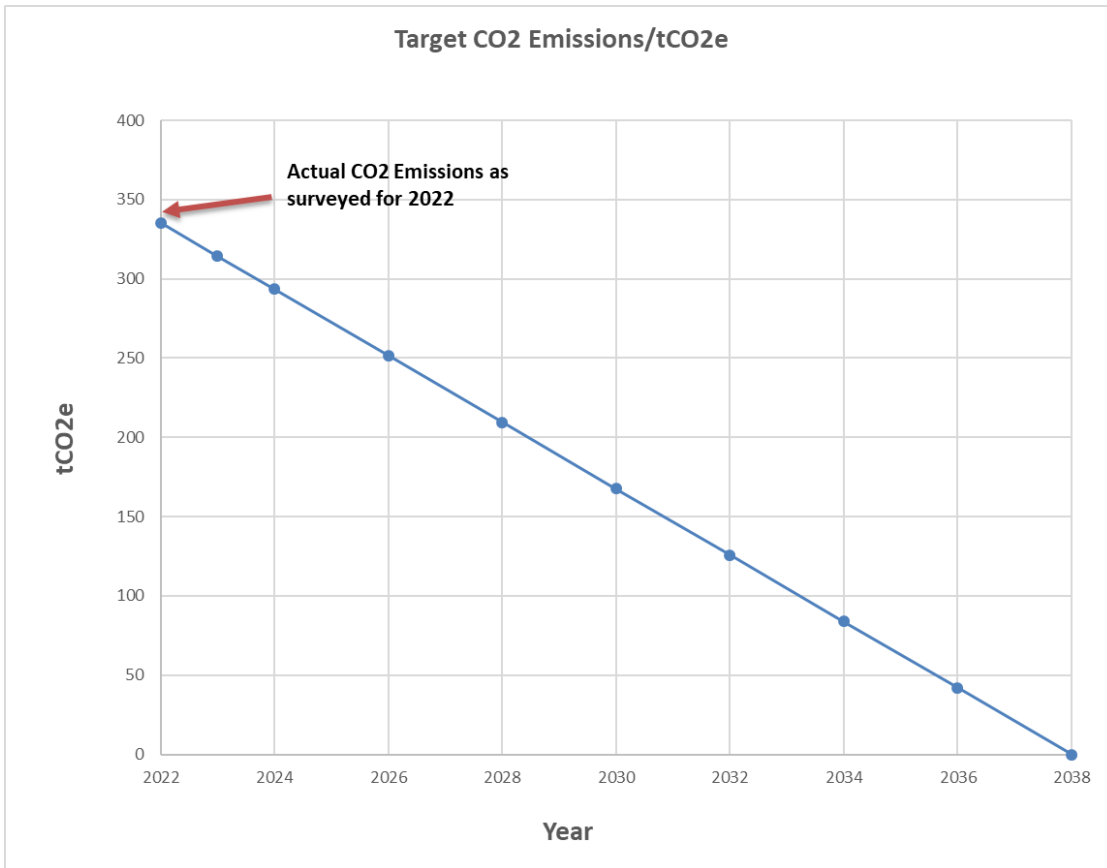


Figure 1 Carbon reduction targets for scope 1,2 and 3 emissions.

4 Current Emissions Reporting (2024)

Data Set

DESNZ/DEFRA “Greenhouse gas reporting: conversion factors 2024” (8 Jul 2024; updated 30 Oct 2024). Specialist summary confirms 2024 combined grid factor 0.22535 kgCO₂e/kWh and gas 0.18290 kgCO₂e/kWh.

Data for calendar-year 2024 staff survey reporting; includes transport, fuel & electricity factors
Electricity and gas usage for the year based on utility company statements.

Table 3 Total Emissions for Reporting Year 2022

Reporting Year: 2024	
EMISSIONS	TOTAL (Metric Tons tCO ₂ e)
Scope 1	62.7
Scope 2	27.1
Scope 3 (Included Sources)	120.7
Total Emissions	210.7

Table 4 Scope Breakdown for Reporting Year 2024

Scope	tCO ₂ e)
Scope 1 – gas (site)	23.82
Scope 1 – company vehicles (tailpipe)	38.89
Scope 1 – Total	62.72
Scope 2 – electricity (site)	27.075
Scope 2 – BEV travel (company cars)	0
Scope 2 - Total	27.08
Scope 3 – business travel	96.42
Scope 3 – commuting	24.502
Scope 3 - Total	120.92
GRAND TOTAL	210.71

Figure 2 shows the emissions for 2024 compared with target for total scope emissions while. Scope 3 emissions have increased due to an increase in air travel required to meet the needs of the business.

We now have further carbon reduction indicatives in place to combat this as detailed in section 5.2.

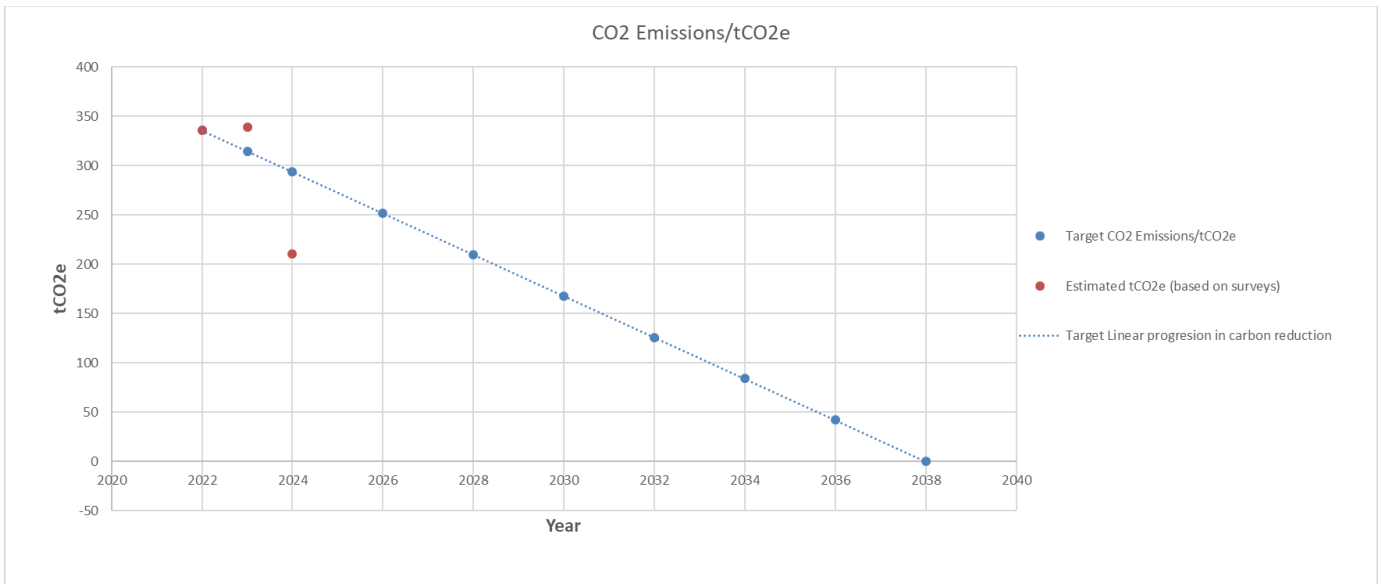


Figure 2 tCO2e Emissions 2023 and 2024 compared with target (scope 1, 2 and 3)

5 Carbon Reduction Projects

Menarini Diagnostics UK is committed to achieving its carbon reduction targets and to this end has several initiatives in place:

5.1 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline and the 2024 update.

5.1.1 Evergreen

Menarini UK has completed the mandatory Evergreen assessments.

5.1.2 B2B WEEE Waste Scheme

Menarini is a member of the B2B WEEE waste scheme in order to minimise WEEE waste (Producer ref: WEE/CA0300UX)

5.1.3 Electric Vehicle Scheme

Menarini has implemented an Electric Vehicle scheme for office based staff. The EV scheme has also extended to field based staff receiving a car allowance where EV and Hybrid vehicles can now be kept for 5 years rather than 4.

- Menarini UK now has its own electric fleet for transportation of goods between sites and to some customers.
- EV charging points have been installed at both the office and warehouse sites.
- This achieves the planned carbon reduction target for EV's planned for 2024

5.1.4 Office updates

The rest room facilities were updated in 2024 to include LED motion sensor lighting and more energy efficient facilities such as eco-friendly hand driers.

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5.2 Future Carbon Reduction Projects

Menarini UK intends to introduce the following initiatives in order to achieve a carbon emission reduction of 167.68 tCO2e, a 50% reduction against the 2022 baseline.

In the future we hope to implement further measures such as:

- Refurbishment of the Warehouse including updating lighting and plumbing
- Continuing refurbishment of the offices.
- Continuing to encourage the use of electric vehicles for field and office staff which includes a salary sacrifice scheme for office based staff.

5.2.1 Environmental Impact Team

Menarini shall task an internal Environment Impact Team to progress emission reduction initiatives such as switching to all LED bulbs, PIR lighting controls, waste minimisation and re-use activities. This includes an office refurbishment planned in stages for 2025 and 2026.

5.2.2 Environmental Standard

Obtain ISO14001 certification to ensure optimised environmental management for Menarini UK.

The target carbon emission reduction for these projects equate to 167.68 tCO2e, a 50% reduction against the 2030 baseline.

6 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN006 and associated guidance and reporting standard 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting DESNZ/DEFRA "Greenhouse gas reporting: conversion factors" for the year in question.

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) Standard.

This Carbon Reduction Plan has been reviewed and signed off at board level.

Signed on behalf of the Menarini Diagnostics UK

DocuSigned by:

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Jonathan Coffey, Managing Director, Menarini Diagnostics UK

November 14, 2025 | 09:01 GMT
Date: