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1 Commitment to achieving Net Zero

Menarini Diagnostics UK has committed to reducing Scope 1 and Scope 2 emissions, together with relevant controllable Scope 3 emissions, by 35% by 2030 from a 2022 baseline, while maintaining its long-term commitment to achieve Net Zero greenhouse gas emissions by 2045.

Progress against this commitment is monitored annually by senior management and reviewed through our Carbon Reduction Plan, Environmental Impact Team and wider sustainability governance framework. We are committed to continual improvement in accordance with the principles of the GHG Protocol Corporate Accounting and Reporting Standard

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 4: Upstream Transportation and Distribution – Third-party logistics, shipping, and storage of products or materials purchased from suppliers to your facilities Technical standard for Completion of Carbon Reduction Plans
- Category 5: Waste Generated in Operations – Greenhouse gases resulting from the disposal and treatment of your company's solid waste and wastewater
- 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.
- Category 9: Downstream Transportation and Distribution – Logistics, shipping, and distribution of your sold products from your facility gates to the end customer Technical standard for Completion of Carbon Reduction Plans

2.2 Organisational Boundary and Methodology

Menarini Diagnostics UK applies the Operational Control approach when defining organisational boundaries for greenhouse gas reporting.

Greenhouse gas emissions have been quantified using the GHG Protocol Corporate Accounting and Reporting Standard and UK Government DESNZ/DEFRA Greenhouse Gas Conversion Factors applicable for the reporting year.

Data sources include utility invoices, courier provider information, waste management reports and employee surveys. Where actual activity data was unavailable, appropriate estimation methodologies have been applied and reviewed for reasonableness.

For transportation and distribution emissions, activity data was obtained from logistics partners and internal distribution records. Emissions were calculated using the relevant DESNZ/DEFRA greenhouse gas conversion factors for 2025. The reporting boundary includes international transportation of products from manufacturing locations in Italy to the UK supply chain, together with downstream distribution within the UK

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.

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 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 and 2 and Scope 3 categories 6 and 7 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

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Table 2 Scope Breakdown for Baseline Year 2022

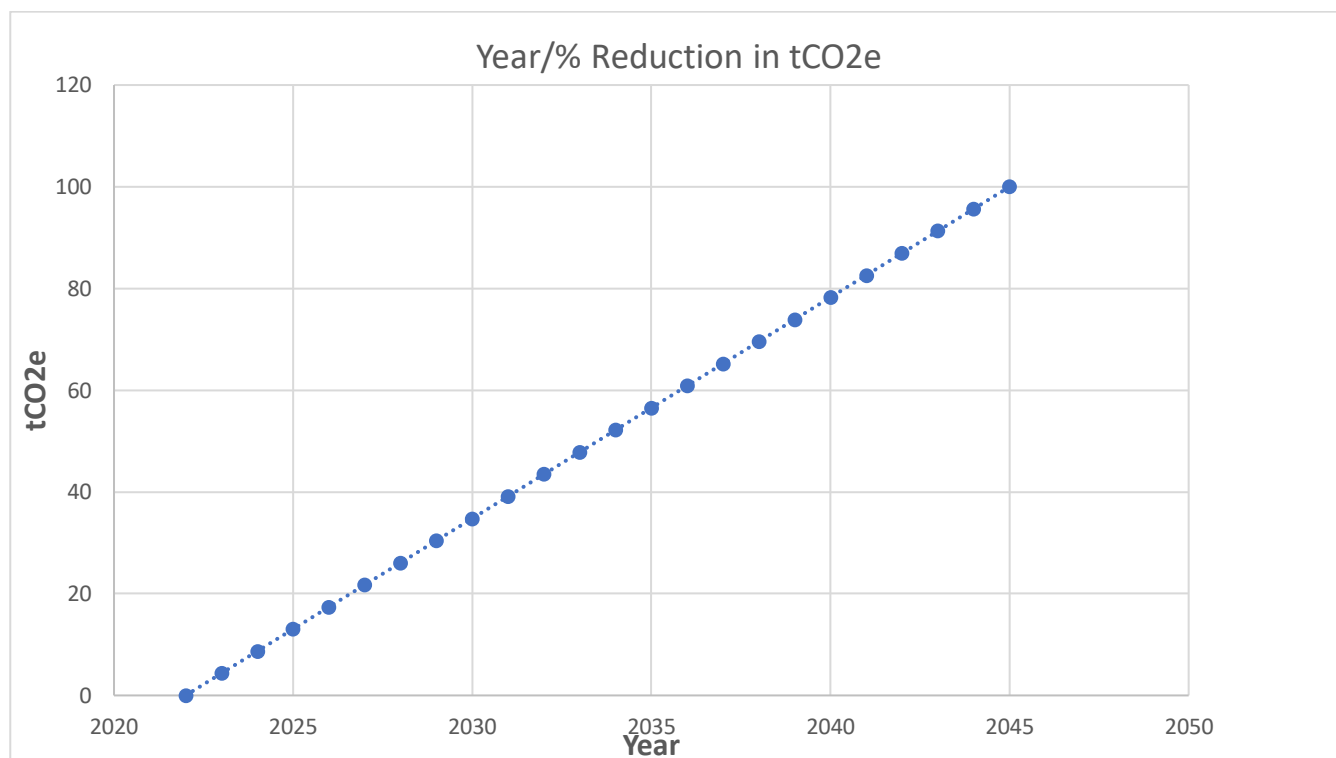
Scope	tCO ₂ e
Scope 1 – gas (site)	28.81
Scope 1 – company vehicles (tailpipe from business travel)	51.63
Scope 1 – TOTAL	80.44
Scope 2 – electricity (site)	20.77
Scope 2 – BEV travel (company cars)	0.035
Scope 2 – TOTAL	20.81
Scope 3 – business travel	100.50
Scope 3 – commuting	133.62
Scope 3 – TOTAL	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 for. We project that carbon emissions will decrease by 35% tCO₂e by 2030.

Projected targets can be seen in Figure 1:

Figure 1 % Carbon reduction targets for scope 1,2 and 3 emissions by year



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4 Current Emissions Reporting (2025)

Data Set

“UK Government GHG Conversion Factors for Company Reporting 2025” was used to calculate **tCO₂e**.

Data for calendar-year 2025 staff survey reporting; includes transport, fuel & electricity factors

Electricity and gas usage for the year based on utility company statements.

Waste reporting based on B2B WEEE reporting and BIFFA waste reports for the year.

Table 3 Total Emissions for Reporting Year 2025

Reporting Year: 2025	
EMISSIONS	TOTAL (Metric Tons tCO ₂ e)
Scope 1	76.8
Scope 2	23.1
Scope 3 (Included Sources)	60072
Total Emissions	60172

Table 4 Scope Breakdown for Reporting Year 2025

Reporting Year: 2025	
Scope 1	
Gas	21.8
Company Car Fuel	55.0
Scope 1 Total	76.8
Scope 2	
Electricity	23.1
Scope 2 Total	23.1
Scope 3	
Fuel and Energy Related Activities	7.5
Upstream Transportation and Distribution	57330
Waste Generated in Operations	47.7
Business Travel	155.7
Employee Commuting	17.7
Downstream Transportation and Distribution	52.6
Scope 3 Total	60172

The significant increase in reported Scope 3 emissions compared with the 2022 baseline primarily reflects an expansion in reporting boundaries and improved data availability. The 2022 baseline included Scope 3 Categories 6 (Business Travel) and 7 (Employee Commuting) only. In 2025, reporting was expanded to include Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations), and Category 9 (Downstream Transportation and Distribution). The downstream transport and distribution figure

was calculated using total spend for 2025 and conversion factor 0.261866 kgCO₂e/£ (https://carbonsaver.org/tools/scope_3_CO2e_factors.php).

Menarini Diagnostics UK distributes products throughout the United Kingdom; however, a substantial proportion of products are manufactured outside the UK and transported from Italy via air freight, sea freight and road freight before distribution to UK customers. As a result, transportation and distribution activities represent the largest component of the organisation's Scope 3 emissions profile. The increase in reported emissions therefore reflects improved reporting completeness rather than a comparable increase in operational activity

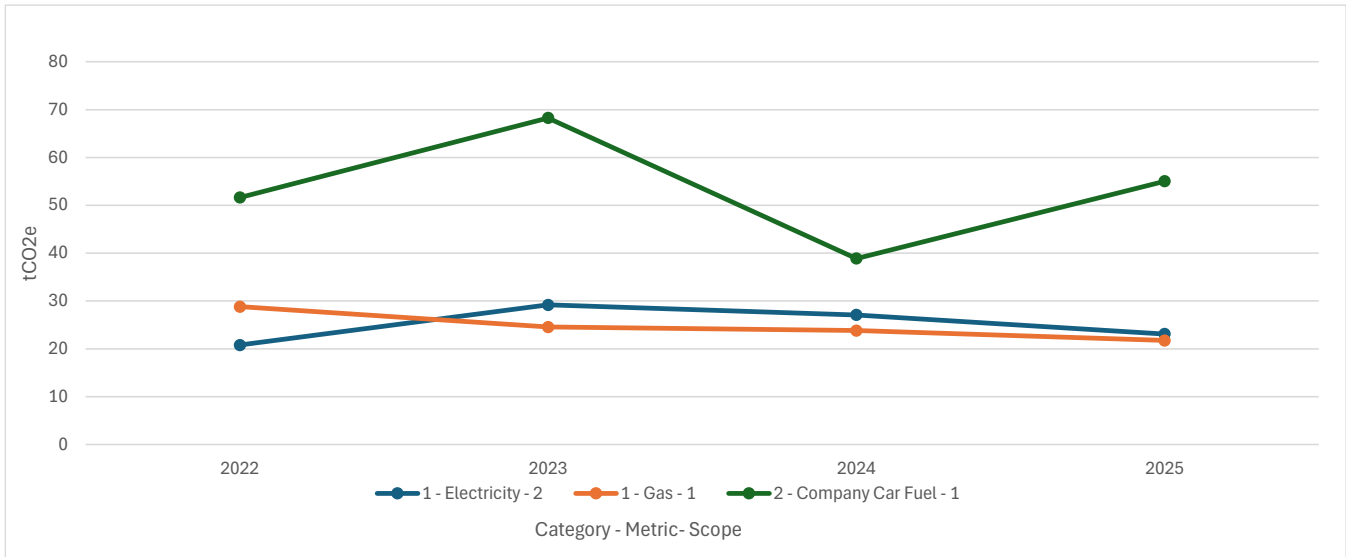
Figure 2 shows emissions from Scope 1 and Scope 2 sources between 2022 and 2025 against the organisation's carbon reduction target. Scope 2 emissions associated with purchased electricity have increased slightly compared with the baseline year. This increase is likely attributable to a greater proportion of employees working from office locations, together with the installation and use of electric vehicle (EV) charging infrastructure at both the office and warehouse sites.

Scope 1 emissions associated with company vehicles have also increased marginally since the baseline year. This is considered to be the result of a number of operational factors, including:

- Increased travel activity to support a growing customer base and bi-annual exhibitions.
- Increased engineering callouts and service visits to customer sites.
- A higher proportion of employees opting for company vehicles rather than a car allowance in line with company policy.

There has been a slight reduction in natural gas consumption and associated Scope 1 emissions compared with the baseline year. This reduction is believed to be influenced largely by variations in seasonal weather conditions and building heating demand.

Figure 2 tCO₂e Emissions 2022 and 2025 compared scope 1, 2)



Scope 3 emissions have been reported separately for 2025 as more categories are now included in our company GHG reporting.

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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 up to the 2025 update.

5.1.1 Evergreen

Menarini Diagnostics UK has completed the NHS Evergreen Sustainable Supplier Assessment addressing the criteria to achieve Level 1 maturity.

During 2026–2028 we will focus on progression toward higher maturity levels through:

- Expansion of Scope 3 emissions reporting and data quality.
- Formalisation of environmental governance arrangements.
- Development of supplier engagement programmes.
- Integration of sustainability considerations into procurement decisions.
- Delivery of measurable carbon reduction projects.
- Employee sustainability awareness and training initiatives.
- Continuous improvement through ISO 14001 certification and environmental management processes.

Progress against these objectives will be reviewed annually and incorporated into future Carbon Reduction Plans

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 be kept for 5 years .

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.
- Refurbishment of the Warehouse including updating lighting and plumbing

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.

Office waste has been streamlined to separate soft plastics, paper and card and mixed recycling for more efficient waste handling

5.2 Future Carbon Reduction Projects

Menarini UK intends to introduce the following initiatives in order to achieve a carbon emission reduction of 35% reduction against the 2022 baseline by 2030 for scope 1 and 2 and Category 6 and 7 of Scope 3.

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

- 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.

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5.2.1 Environmental Impact Team

Menarini Diagnostics UK has established an Environmental Impact Team responsible for supporting delivery of the Carbon Reduction Plan.

Key performance indicators are reviewed annually and include:

- Total Scope 1 emissions.
- Total Scope 2 emissions.
- Scope 3 transportation and distribution emissions.
- Percentage of electric or ultra-low emission company vehicles.
- Waste recycling rates.
- Progress against NHS Evergreen objectives.

To monitor these KPI's the team will:

- Gather data for annual greenhouse gas reporting.
- Supporting NHS Evergreen assessment submissions.
- Review supplier sustainability performance.
- Identify opportunities for energy efficiency and waste reduction.
- Tracking progress against Net Zero targets.
- Providing updates to senior leadership.

Carbon performance and improvement actions are reviewed at least annually and incorporated into business planning activities

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 35% tCO₂e, reduction against the 2022 baseline.

5.2.3 Sustainable Procurement and Supply Chain Engagement

Menarini Diagnostics UK will collaborate with key suppliers, logistics partners and corporate projects to improve supply chain emissions reporting and identify opportunities to reduce Scope 3 emissions.

Environmental performance will increasingly form part of supplier evaluation and engagement activities. Opportunities for lower carbon transport, packaging reduction, waste minimisation and circular economy initiatives will be explored across the supply chain.

5.2.4 Staff Engagement

Employee engagement is recognised as a key enabler of carbon reduction. Annual communications, awareness campaigns and sustainability initiatives will be introduced to encourage lower-carbon commuting, business travel and workplace behaviours

6 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN006 and the associated Technical Standard for the Completion of Carbon Reduction Plans.

Responsibility for delivery of this Carbon Reduction Plan sits with the senior leadership team, with progress reviewed annually and reported through the organisation's governance structure.
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Standard.

The plan has been reviewed and approved by the Board of Directors and will be reviewed annually

Signed on behalf of the Menarini Diagnostics UK

Signed by:

E0D1AA0F5012445.....

Nicolas Caroen , North Europe and Business Development Director, A. Menarini Diagnostics

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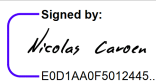
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Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	•Allow per session cookies •Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

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