

## Carbon Reduction Plan for the UK business of Theramex HQ UK Limited

### Commitment to achieving Net Zero

Theramex HQ UK Limited are committed to achieving Net Zero emissions for their UK business by 2050.

### Baseline Emission Footprint

Theramex HQ UK Limited has three main activities :

- it acts as the headquarter for the Theramex group and hosts shared services activities for the group's foreign affiliates;
- it is the commercial entity which distributes the group's products in the United Kingdom;
- it is the commercial entity which sells the group's products to some foreign distributors.

The current reporting focuses on the first two activities.

Theramex HQ UK Limited does not own or operate any manufacturing facility in the United Kingdom or elsewhere. Manufacturing is outsourced to third party contract manufacturers located mainly in continental Europe. Similarly, Theramex HQ UK Limited does not own or operate any logistics assets in the United Kingdom or elsewhere. Transportation and logistics activities are outsourced to third party logistics operators.

Theramex HQ UK Limited's asset footprint is therefore limited to office space (and its content) in London and leased cars for its UK salesforce.

2024 is the first year of reporting and is therefore the baseline for emission reporting. It is the company's ambition to finetune and expand reporting in the future.

Emissions	Total (tons of CO2 equivalent)
Scope 1	33.4
Scope 2	22.5
Subset of scope 3	2,433.2
<b>Total</b>	<b>2,489.1</b>

Scope 1 includes the use of cars by our salesforce to perform its promotional activities. This amounted to 252,727 kilometers in 2024. Using an average rate of 132 grams per kilometer, the emissions amount to 33.4 tons.

Scope 2 includes the energy (electricity) consumed for the company's office space in London. This amounted to 108,441 kWh and the emissions amounted to 22.5 tons.

Scope 3 includes upstream transportation, business travel and employee commuting. Upstream transportation includes mainly truck transport from Germany to the UK. For 2024, it amounts to 56 tons. Business travel including air flights, trains, taxi and hotels amounts to 615.2 tons. Employee commuting by public transport amount to emissions of 49.3 tons. Downstream transportation and distribution amounts to emissions of 1,712.7 tons.

The company has not yet been able to measure the waste generated in our sub-contractors' operations and the purchased goods and services.

### **Emissions Reduction Targets**

Theramex HQ UK Limited aims to decrease its total carbon emissions by 30% by 2029.

### **Carbon Reduction Projects**

Theramex HQ UK Limited will continue to improve the capture all sources of emissions to ensure completeness of its reporting.

As we have limited direct emissions, we will work with its suppliers of goods (in particular finished goods) and services (in particular transportation and distribution) to identify potential sources of reductions. It should be noted that most of our suppliers have their own reduction plans that will support our objectives.

Finally, we will consider the use of tools such as renewable energy certificates.

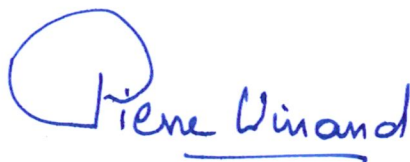
### **Declaration and sign-off**

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

Emissions have been reported and recorded based on available information.

The Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of Theramex HQ UK Limited.



Piene Winand

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21<sup>st</sup> August 2025