

Carbon Reduction Plan

Thea Pharmaceuticals Limited

Thea Pharmaceuticals Limited is committed to achieving net zero emissions by 2045.



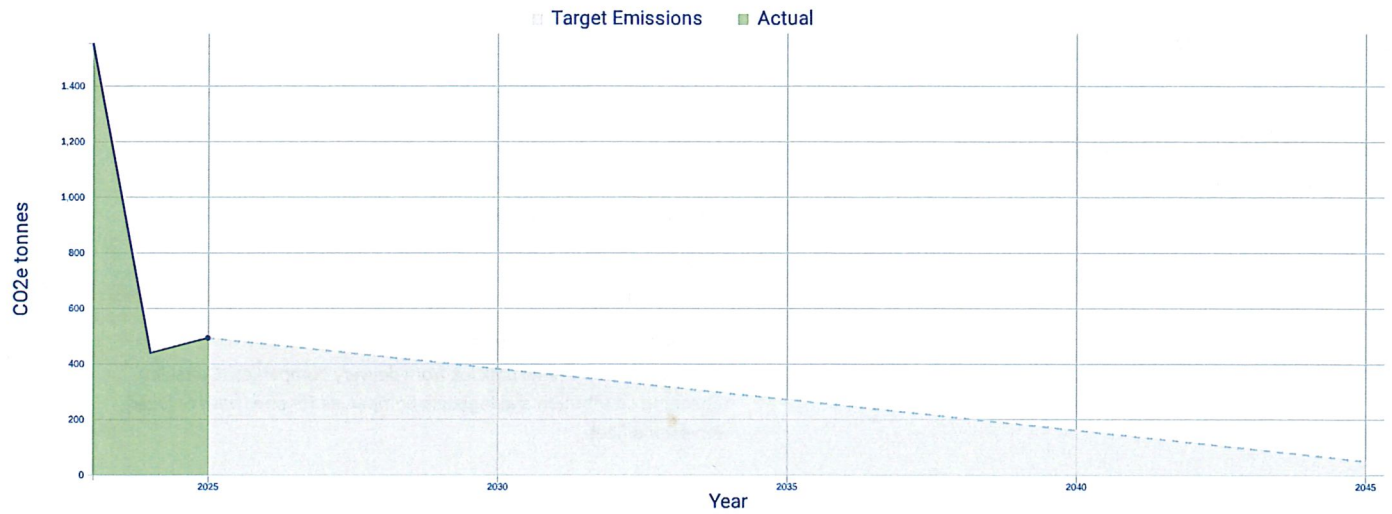
Baseline Emissions Footprint vs Current Emissions Footprint

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.

Emission Scope	Baseline Emissions, 2023 (tonnes CO2e)	Current Emissions, 2025 (tonnes CO2e)
Scope 1	19.3831	79.6848
<i>Energy Purchased (Sites, Other Emissions)**</i>	0.0000	0.0000
<i>Company Cars (Company Cars, Other Emissions)</i>	19.3831	79.6848
<i>Delivery Vehicles (Delivery Vehicles, Other Emissions)</i>	0.0000	0.0000
<i>Air Conditioning / Refrigerants (Other Emissions)</i>	0.0000	0.0000
Scope 2	6.9672	14.7612
<i>Electricity (Sites, Other Emissions)**</i>	6.9672	14.7612
Scope 3	1,527.1509	398.2013
<i>Purchased Goods and Services (Sites, Other Emissions)**</i>	0.0000	0.0000
<i>Capital Goods (Other Emissions)</i>	0.0000	0.0000
<i>Fuel & Energy Related Activities (Other Emissions)</i>	0.0000	0.0000
<i>Upstream Transportation & Distribution (Freighting Goods (Upstream), Other Emissions)</i>	1,436.0886	40.0687
<i>Waste Generated in Operations (Waste Disposal, Other Emissions)</i>	1.4434	1.4917
<i>Business Travel (Hotels, Air Travel, Public Transport & Hire Cars, Employee Owned Vehicles, Company Cars, Other Emissions)</i>	14.6001	38.5743
<i>Employee Commuting (Home Working, Employee Commuting, Other Emissions)</i>	75.0188	150.1638
<i>Upstream Leased Assets (Other Emissions)</i>	0.0000	0.0000
<i>Downstream Transportation & Distribution (Freighting Goods (Downstream), Other Emissions)</i>	0.0000	167.9028
<i>Processing of Sold Products (Other Emissions)</i>	0.0000	0.0000
<i>Use of Sold Products (Other Emissions)</i>	0.0000	0.0000
<i>End of Life Treatment of Sold Products (Other Emissions)</i>	0.0000	0.0000
<i>Franchises (Other Emissions)</i>	0.0000	0.0000
<i>Investments (Other Emissions)</i>	0.0000	0.0000
Total	1,553.5013	492.6473
** Generated from renewable sources	0.0000	0.0000
* includes WTT		

Carbon Reduction: Projected vs Actual

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 over the next years to 155.3501 by 2045 this is a reduction of 90%



Information About our Organisation

Additional Details About our Emissions and Targets

Year	Comments
2025	Thea Pharmaceuticals are continuing to refine their emissions calculations and gather more detailed data each year. As reporting processes evolve and data quality improves, this may be contributing to the increase in reported emissions, alongside any underlying operational changes. This trend is likely to continue in 2026 as they expand the scope of emissions included within their calculations to remain compliant with updates to PPN 006 Carbon Reduction Plan requirements. Category 5 Waste Generated in Operations - There are no emissions associated with Scope 3 Category 5

Carbon Reduction Projects

The following environmental management measures and projects are currently in progress or have been completed since the 2023 baseline.

Actions In Progress

Transportation - Receiving goods

Target Completion Date: 31/12/2026

Objective

Use the lowest impact transport method available

Target

10% reduction

Action, Improvement or Control

Request environmental policies from delivery companies. Consider changing distribution and logistics companies for ones with reduced emissions fleet.

Company Cars

Target Completion Date: 31/12/2026

Objective

Reduce emissions from business travel in company cars

Target

10% emissions reduction

Action, Improvement or Control

Offer incentives for staff to buy reduced emissions company cars, or introduce policies to ensure all new company cars are hybrid/EVs. Staff are offered a grant to install EV chargers at home, and reimbursed for charging at home for business travel.

Expand carbon data collection in line with PPN 006 requirements

Target Completion Date: 31/12/2026

Objective

To strengthen organisational carbon data collection processes to support alignment with PPN 006 requirements, taking into account anticipated future updates and evolving government expectations.

Target

Improved collection and management of emissions data across scope 1, scope 2 and relevant scope 3 categories, including supply chain-related emissions where appropriate.

Action, Improvement or Control

Review existing carbon data collection processes in the context of PPN 006 requirements and expected future developments to identify gaps in data coverage and quality. Update internal approaches, tools and guidance to support more consistent and appropriate data capture. Engage with suppliers, where relevant, to encourage improved availability of emissions data, and consider how data requirements may be reflected within procurement and contract management processes over time. Provide proportionate guidance to internal teams to support implementation.

Transportation - Delivering goods

Target Completion Date: 31/12/2026

Objective

Consider reduced emissions transportation and distribution methods to end customer

Target

10% reduction

Action, Improvement or Control

Request environmental policies from delivery companies. Request accurate, detailed distribution data. Change to lower emissions transportation options.

Completed Actions

Declaration and Sign Off

This carbon reduction plan has been completed in accordance with PPN 006 and the 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 ¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting ².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and 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 ³.

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

MATTHEW OLSEN RESPONSIBLE PERSON + HEAD OF UK MARKETING
Name Job Title

M. Olsen 12TH MAY 2026
Signed on behalf of the Supplier Date

*The methodology used to calculate the organisation's greenhouse gas emissions in this report is based on:
<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>*

- 1. <https://ghgprotocol.org/corporate-standard>*
- 2. <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>*
- 3. <https://ghgprotocol.org/standards/scope-3-standard>*