

Carbon Reduction Plan

Thea Pharmaceuticals Limited

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



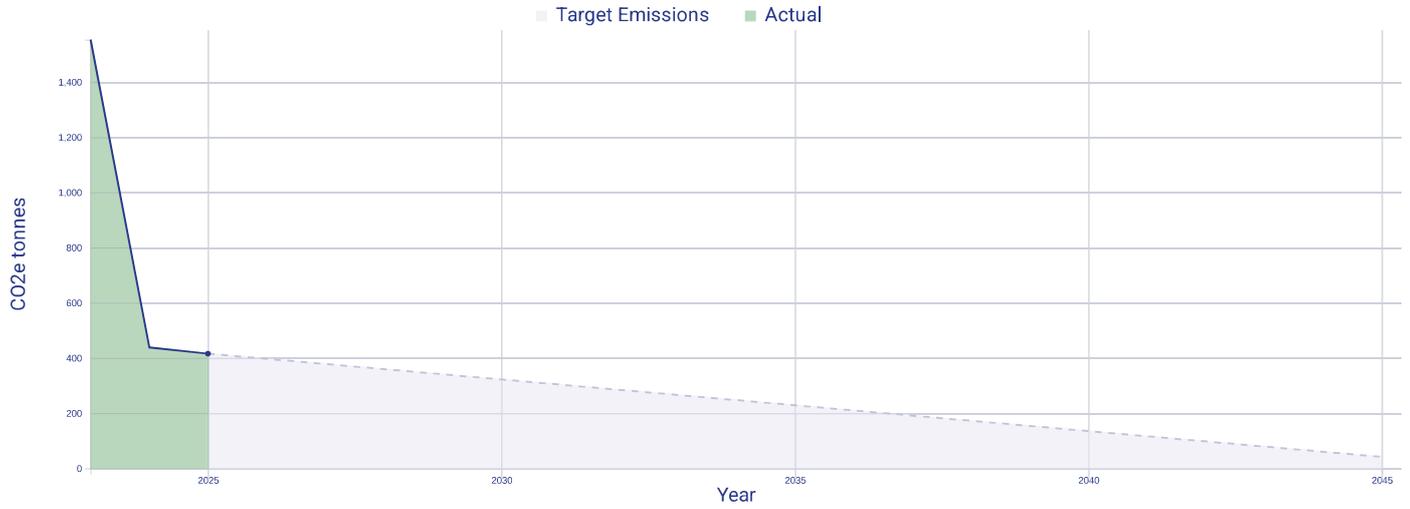
Baseline Emissions Footprint vs Current Emissions Footprint

Baseline emissions are a record of the greenhouse gasses 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	19.4542
<i>Energy Purchased (Sites, Other Emissions)**</i>	0.0000	0.0000
<i>Company Cars (Company Cars, Other Emissions)</i>	19.3831	19.4542
<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	5.8031
<i>Electricity (Sites, Other Emissions)**</i>	6.9672	5.8031
Scope 3	1,527.1509	390.4657
<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	44.1786
<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	12.9945
<i>Employee Commuting (Home Working, Employee Commuting, Other Emissions)</i>	75.0188	45.9809
<i>Upstream Leased Assets (Other Emissions)</i>	0.0000	0.0000
<i>Downstream Transportation & Distribution (Freighting Goods (Downstream), Other Emissions)</i>	0.0000	285.8200
<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	415.7230
** 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

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: 31/12/2025

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: 31/12/2025

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

Transportation - Delivering goods

Target Completion Date: 31/12/2025

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 06/21 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting²

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) Standard³

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

Matthew Olsen

Name



Signed on behalf of the Supplier

Responsible Person + Head of UK Marketing

Job Title

11/03/2026

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>