



HEALTHTRUST EUROPESM

Carbon Reduction Plan
2026

Commitment to achieving Net Zero

HealthTrust Europe LLP (HTE) is committed to achieving Net Zero greenhouse gas emissions by 2050 in line with UK Government policy. Although our initial ambition was to achieve this by 2030, a review of operational and financial factors has led us to extend the target to 2050. This revised timeline provides a more realistic and sustainable pathway, ensuring delivery remains both credible and achievable.

HTE's Net Zero target applies to our Birmingham head office and supports the UN Sustainable Development Goals and the Paris Agreement to reduce greenhouse gas (GHG) emissions and promote global security. HTE is continually strengthening environmental policies and practices, which address reducing GHG emissions, waste and water usage.

Baseline Year (2019) Emissions Footprint

Baseline emissions are a record of GHGs 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. The Baseline Year is 2019 and the Reporting Year is 2025.

Additional Details relating to the Baseline Emissions calculations

As part of HTE's environmental strategy, HTE measures, minimizes and reports on the organisation's environmental footprint.

HTE's greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol and are based on the relevant conversion factors published by the government.

Scope 1 emissions are 0 due to HTE having no ownership or control over any scope 1 emissions.

The Baseline Year emissions are stated below:

Emissions	Total (tCO ₂ e)
Scope 1	0
Scope 2	124
Scope 3	198
Total Emissions	322

Table 1: Baseline year (2019) emissions

Current Year (2025) Emissions Footprint

Emissions	Total (tCO2e)
Scope 1	0
Scope 2	82
Scope 3	38
Total Emissions	120

Table 2: (2025) emissions

Current Emissions Reporting (Latest Available Data)

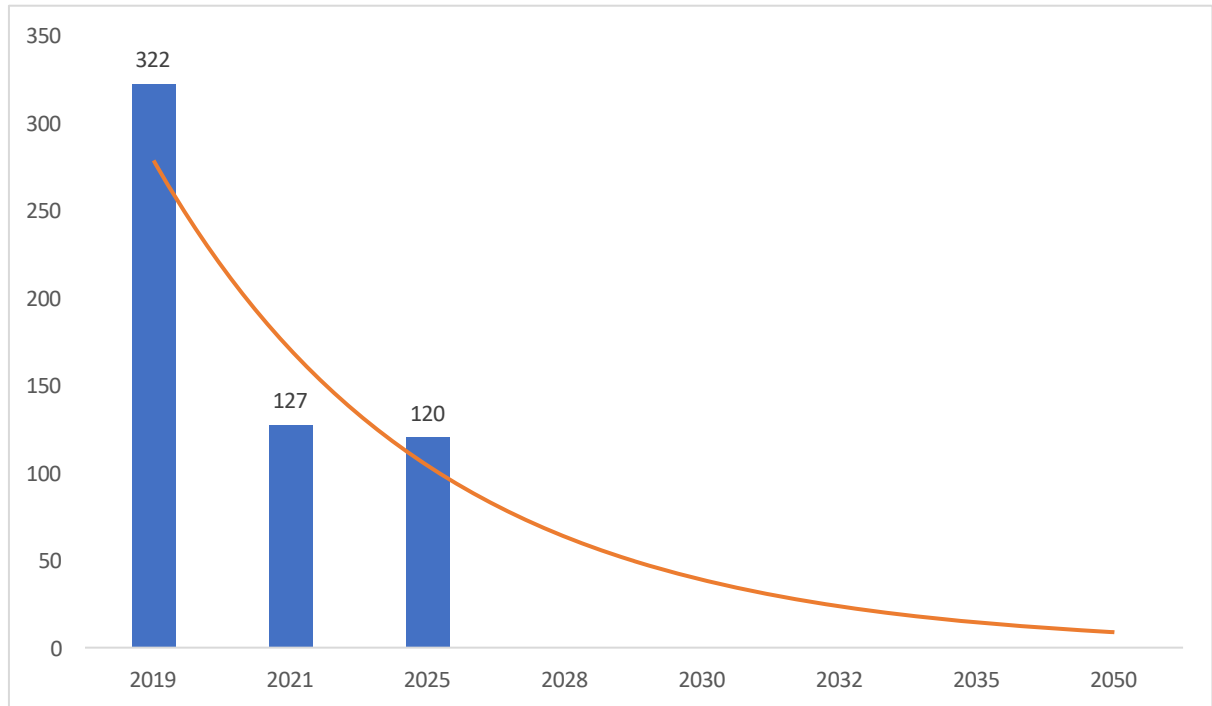
HTE is committed to enabling the measurement of all relevant Scope 3 emissions categories by 2027, to ensure a robust, granular plan to achieve the 2050 target.

Due to changes in internal reporting processes since 2023, the organisation is currently reviewing and enhancing its carbon measurement approach.

Reporting Methodologies & Data Issues

- **Scope 1** emissions are 0 due to HTE having no ownership or control over any scope 1 emissions.
- Accurate measurement of employee commuting, waste disposal, purchased goods and services began in 2021, and estimates were used for the baseline year.
- HTE has no upstream leased assets.
- HTE has no downstream transportation and distribution activities.
- HTE does not currently measure commuting by rail.
- HTE does not use the RF figure for measuring air travel.
- During 2025 our internal reporting on Business car related travel has changed resulting in less information, we have high level mileage data, but we have made assumptions of fuel type based on our cross reference the % of fuel types on our internal commuter survey, this is something we will review as part of our going tracking approach.
- Challenges have been identified in capturing hotel booking data, driven using multiple systems and suppliers. A review is planned for 2026 to improve data quality and consistency.
- Reporting inaccuracies in the 2022 data have been corrected, due to the incorrect GHG figure being used for Business Car Travel.

Carbon Reduction Tracking



Graph 1: HTE Progress since 2019

The CRP graph demonstrates a substantial reduction in emissions, decreasing from 322 in 2019 to 120 by 2025, representing an overall reduction of 63%. The most significant improvement was delivered between 2019 and 2021, with the rate of reduction moderating in subsequent years. Despite this, the long-term trajectory remains positive through to 2050. Future progress is expected to require more targeted and structural interventions, as many of the initial efficiency gains and “quick wins” have already been realised.

The most notable driver of this reduction has been a sustained decrease in energy usage, which has steadily declined since 2021. This reduction is largely attributed to the increased adoption of home working policies and the removal of the onsite server room, resulting in lower demand for office-based energy consumption.

It is also important to note that activity levels during 2020 and 2021 were significantly impacted by external factors, including changes in working patterns and reduced office occupancy. These conditions contributed to a sharper initial decline and should be considered when comparing year-on-year performance.

Carbon Reduction Measures

1. Encouraged more meetings via online methods such as ‘Teams’ reducing the need for travel
2. The HVAC system updated with a system which now uses low-Global Warming Potential (GWP) refrigerants and heat pump technology, with heat recovery on all air systems contributing to reduced emissions and energy. Heating and ventilation are demand controlled.

3. The removal of onsite servers and moving to cloud-based technology has resulted in a significant reduction in electricity usage.
4. Introduced office recycling facilities.
5. Implemented hybrid working, reducing employee travel to the Birmingham office and lowering overall building energy consumption, contributing to a reduced carbon footprint.
6. Implemented DocuSign paperless document transmission which helped in reducing printing and lowering paper consumption.
7. Installed “follow-me” printing technology ensuring only essential documents are printed, contributing to reducing our carbon footprint.
8. Encouraged sustainable employee commuting such as encouraging cycling by participating in a Cycle to Work scheme.
9. Introduction of Electric Vehicle leasing scheme for employees.

Future Carbon Reduction Initiatives

During the next 12-24 months, HTE plans to implement additional carbon reduction measures including:

1. We will assess the potential transition to renewable energy as part of our electricity contract renegotiation in 2028.
2. The HTE office is planning a major refurbishment during 2026 to 2027. This includes several new initiatives, such as the installation of more energy-efficient lighting. A key change will be the removal of gas from our premises, which, alongside the renewable energy transition, positions us to reduce Scope 2 emissions to zero.
3. We will re-establish the Environmental CSR Group to support and drive the development of long-term environmental strategies.
4. Improve our data capture to ensure better accuracy for next year's CRP allowing for improved targeting of sustainability initiatives.

Declaration and Sign Off

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

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 by the Executive Board.

Signed on behalf of HTE:

A large black rectangular redaction box covering the signature of Gary Welch.

Gary Welch
CEO HealthTrust Europe