

Environmental Policy and Carbon Reduction Plan

September 2025

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1. SCOPE AND PURPOSE

This document establishes Inuvi Group Limited's environmental policy and our approach to carbon reduction strategies and serves as an overview of our carbon footprint for the relevant reporting period. The carbon footprint is made up of each subsidiary in the Inuvi Group.

2. INTRODUCTION

The Sixth Assessment Report (AR6) by the Intergovernmental Panel on Climate Change (IPCC) described the severe consequences of a failure to prevent global temperature rise of **1.5°C**. The recently concluded COP 29 (November 2024) highlighted the need for climate action by all stakeholders and stated, "*it is paramount that those who committed to step up action and fulfil their pledges [and] ensuring robust tracking and monitoring system is key*". As a responsible company, Inuvi Group is committed to promoting environmental improvement and protection.

3. NET ZERO COMMITMENT

The Inuvi Group is committed to achieving Net Zero by 2040, by reducing both direct and indirect emissions of our operations. This commitment defines the path we will take to reach net zero and guides the development of our future reduction strategies.

Measuring our carbon impact is an important step in achieving net zero. To achieve our net zero targets, the Inuvi Group will continue to measure and report its emissions on an annual basis, in line with the Streamlined Energy and Carbon Reporting (SECR) regulations.

4. OUR COMMITMENT TO THE ENVIRONMENT

The Inuvi Group is in the process of implementing a group level Environmental Management System (EMS) with the goal of achieving ISO 14001:2015 certification in 2026. An ISO 14001 compliant EMS will form the foundation of our environmental strategy and will inform how we will meet legal compliance, reduce our emissions and continually improve. The Inuvi Group focuses its environmental impact efforts in four key parts, following the plan, do, check, act (PDCA) model.

The Inuvi Group will submit emissions data to the UN Global Compact for the upcoming submission period. This action signals Inuvi's dedication to measuring, managing, and reducing its environmental impact in line with global climate goals. It also reflects the company's alignment with the UN's principles on environmental responsibility and its active

role in advancing the Sustainable Development Goals (SDGs), particularly those related to climate action.

The Inuvi Group recognises its responsibility to act in an environmentally responsible way thus we integrate environmental needs into our business strategy. We are committed to the continual improvement of environmental performance by assessing impacts, setting objectives and regularly reviewing KPI targets.

Our commitments include:

- Promoting environmental awareness across all workforce levels.
- Reducing energy, water and resource usage.
- Minimising waste through reduction, reuse and recycling.
- Mitigating pollution locally and nationally.
- Complying with all relevant environmental regulations.
- Balancing environmental objectives with financial responsibility.
- Providing training, resources and encouraging staff innovation.
- Engaging with local and national environmental initiatives.
- Aligning subsidiaries and services with this commitment.
- Establishing an internal audit cycle.
- Monitoring and reporting our carbon footprint.

5. STATEMENT OF EMISSIONS

5.1. Scope

The Inuvi Group's emissions are comprised of four trading subsidiary companies: Inuvi Health Limited, Inuvi Diagnostics Limited, Express Diagnostics Limited and Physiological Measurements Limited.

5.1.1. Reporting Period(s) (FYE24)

Inuvi Health Limited, Inuvi Diagnostics Limited, Express Diagnostics Limited: 01/01/2024 – 31/12/2024. Physiological Measurements Limited: 01/12/2023 – 30/11/2024.

5.2. Energy Consumption

Energy consumption	2024 (kWh)
Aggregate of energy consumption in the year	669133.20

Table 1. Inuvi Group aggregate energy consumption.

5.3. Subsidiary Emissions (FYE 2024)

The emissions of each of Inuvi Group's companies can be broken down to demonstrate the carbon impact.

Total Carbon Emissions (Scope 1, 2 and 3)	
Company Name	Total (tCO₂e)
Inuvi Health Limited	1,315.1
Inuvi Diagnostics Limited	1,634.3
Express Diagnostics Limited	679.9
Physiological Measurements Limited ¹	351.9
Total (Group)	4,017.2

Table 2. A breakdown of subsidiary emissions.

¹ Physiological Measurements Ltd carbon footprint has been externally verified through the ISO 14064 accreditation.

6. CARBON REDUCTION STRATEGIES

Our carbon reduction strategy is informed by our commitments to the environment and net zero target. We will focus on **six** key areas to reduce the group's carbon emissions, enhance our approach to sustainability and contribute to environmental protection and improvement.

6.1 Mitigating Air Pollution

The Inuvi Group is committed to reducing air pollution and improving air quality. To do this, we will support each subsidiary in identifying, reducing, and eliminating sources of air pollution and direct emissions through a structured, data-driven approach.

We drive decarbonisation through innovation, supported by clear **KPIs**:

- Transition **100%** of company-owned vehicles to electric or zero-emission vehicles by 2029.
- Phase out all fossil fuel-based heating systems by **2030**, replacing with electric heat pumps or electric heating powered by renewable energy sources.
- Source **50%** of electricity from renewable sources by 2026, increasing to **100%** by 2030.
- Ensure all new leases and facility contracts include a clause prioritising renewable energy procurement by 2030.

6.2 Waste Management

Ensuring waste is managed effectively is a core component of environmental protection and improvement. To continue protecting our environment and mitigating the impact of waste, the Inuvi Group are actively working on achieving zero-waste to landfill.

6.3 Supporting Sustainable Transport

We actively support sustainable travel options for all employees:

- Maintain a policy of full reimbursement for low-carbon travel (e.g., public transport, cycling) for all business trips.
- Achieve 80% staff participation in low-carbon commuting programs by 2029.

6.4 Carbon Offsetting

Upon reaching a 95% reduction of our carbon footprint, we will offset the remaining 5% by:

- Investing exclusively in verified, high-integrity carbon offset schemes (e.g., Gold Standard, VCS-certified) starting in 2030.
- Annually disclosing the volume and nature of emissions offset.

6.5 Energy Efficiency

Improving the energy efficiency of our facilities will have a profound impact on Inuvi's carbon footprint. Common approaches include:

- Installing occupancy sensors for lights where appropriate.
- Replacing light bulbs with energy efficient alternatives.
- Installing stop-flow taps and flow regulators.
- Installing smart thermostats.

6.6 Staff Training and Awareness

Promoting behavioural change amongst staff and encouraging a positive company culture towards sustainability and climate change sets a clear precedent for the group moving forward. We encourage all staff, contractors and visitors to do the *little things* first:

- Turning off light switches when leaving a room that is not in use, unplugging unused devices and turning off switches plays a crucial role in reducing energy consumption.
- Encouraging staff to use natural light where possible, adopting eco-conscious habits and promoting sustainable waste management principles can have a significant collective impact.
- Ensuring staff have their say on sustainability through annual survey's and regular updates on the progress of Inuvi's carbon reduction efforts.

Doing this *now* will reduce our carbon footprint and set a positive example of environmental stewardship for all employees, customers and the wider community. It is these small steps that form the part of a long-term strategy that positions the Inuvi Group and its subsidiaries and employees as a leader in sustainability.

7. DECLARATION AND SIGN OFF

Signed on behalf of the Inuvi Group Limited:

Name: Jonathan Benton

Position: CEO Inuvi Group Limited

Signature: 