



CARBON REDUCTION PLAN

Supplier name: **EVER Pharma UK Limited**

Publication date: January 2026

Commitment to achieving Net Zero

EVER Pharma UK Limited (EPUK) is committed to achieving Net Zero emissions by 2050.

Baseline 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.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
The baseline exercise was carried out for the first time for the year 2023 for the bidding entity – EVER Pharma UK Limited. The carbon footprint adopts the scope of the PPN 06/21 regulations and standards, and all relevant Scope 3 categories have been included	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	1.80 (Purchased electricity & Heating)
Scope 3 (Included Sources)	114.4 Home Workers: 2.31 Public Transport: 0.25 WTT Public Transport: 0.1 Flights: 4.88 WTT Flights: 0.6 Employee Cars Business Travel: 82.62 WTT Employee Cars: 23.12 WTT Electricity: 0.38 Electricity T&D: 0.14 WTT Electricity T&D: 0.02

Total Emissions	116.2
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Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	1.15 (Purchased electricity & Heating)
Scope 3 (Included Sources)	101.11 Home Workers: 2.46 Public Transport: 0.91 WTT Public Transport: 0.23 Flights: 9.84 WTT Flights: 1.76 Employee Cars Business Travel: 66.73 WTT Employee Cars: 18.74 WTT Electricity: 0.30 Electricity T&D: 0.12 WTT Electricity T&D: 0.03
Total Emissions	102.26

Emissions reduction targets

EVER Pharma UK Limited is committed to achieving Net Zero by 2050

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. It is worth noting that we are a SME business which only commenced trading in 2018 and have plans to grow our business in the UK, we intend to transition to intensity-based targets in the future. For 2026 we have established the following absolute reduction targets:

Employee Cars Business Travel

Emissions in 2025: 66.73 tonnes + 18.74 tonnes WTT (Total 85.47)

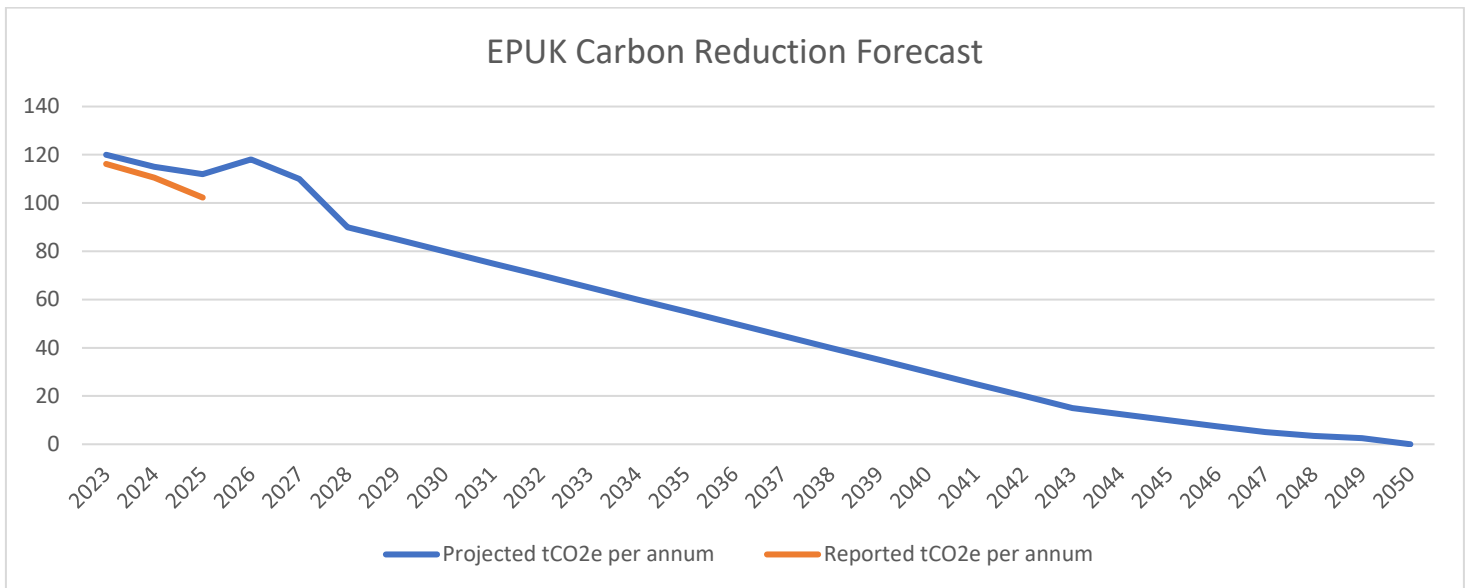
- Whilst this has reduced significantly from 2023 to 2025, our aim is to further reduce this by 5% (approx. 5 tonnes) to a total of circa 80 tonnes by the end of 2026. This will be achieved by reducing field staff

territory size where possible and moving more towards virtual meetings to minimise car-based travel. Whenever possible, it will be encouraged to travel to UK customer meetings by train rather than by car.

- As a small business with a low number of employees, the scope to reduce this further is quite limited. Currently, EVER Pharma UK Ltd supports hybrid working which helps to reduce emissions related to commuting. Additionally, EVER Pharma UK Ltd also offers employees a Cycle to Work Scheme which has been adopted by 15% of the workforce.

Building upon the outlined targets for emissions reduction, we project that EVER Pharma carbon emissions will marginally increase in the short-term whilst we grow our UK business but then gradually reduce as we implement our carbon reduction strategy in the UK over the coming years.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Ongoing Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline.

Limiting the impact of travel

- We encourage the use of rail travel among our employees rather than air or road travel.
- When colleagues need to attend staff meetings, we promote car sharing rather than travelling independently.
- Overseas travel to meetings and to our Austrian parent company are for essential business reasons, that cannot reasonable be carried out remotely.
- We encourage the use of virtual meetings wherever reasonably achievable.
- We have implemented hybrid working with typically 3 days a week in the office for 25% of the workforce 2 days a week for 25% of the workforce and 1 day a week for 50% of the workforce

Employee Commuting

- A cycle-to-work scheme has been introduced to incentivise employees to choose cycling as a means of transportation. This decreases the driving emissions to the office. To date 15% of workforce currently has utilised this initiative

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 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).

Signed on behalf of the Supplier:



Derek Gallacher

UK General Manager & Director

Date: 30th January 2026

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>

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