Carbon Reduction Plan

Chrystal Medical

CHRYSTAL MEDICAL LTD.

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CHRYSTAL MEDICAL

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Net Zero Commitment

Chystal Medical is committed to achieving Net Zero emissions by 2045.

What does Net Zero mean in practice?

To achieve Net Zero, we are aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations; they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures.

Our Approach to SBTs: While we closely follow the Science Based Targets initiative (SBTi) framework and methodologies as our benchmark for industry best practice, we do not currently undergo the formal SBTi third-party validation process. Instead, we use their rigorous criteria to independently guide, measure, and transparently report on our reduction journey.

To achieve Net Zero under this self-aligned scenario, we will need to reduce our absolute emissions by 90% from our base year. Following SBTi's best-practice recommendations, we are committing to near-term targets (covering a minimum of 5 years and a maximum of 10 years from our base year), as well as long-term targets.

Long-Term Targets

- Reduce total market-based emissions (Scope 1, 2, and 3) by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets.

Near-Term Targets

- Maintain zero Scope 1 & 2 emissions through to 2030.
- Procure 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 22.5% by 2030.
- Measure all Scope 3 categories by 2027.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

GHG Emissions Footprint

Base Year GHG Emissions

Base year emissions are a record of the greenhouse gases that have been produced in the past and prior to the introduction of any strategies to reduce emissions and are therefore the reference point against which emissions reduction can be measured. Chystal Medical's base year covers 1st January 2025 to 31st December 2025.

Base Year: CYE 2025	
The current reporting year (1st January 2025 – 31st December 2025) is the first year that Chrystal Medical has measured and will therefore serve as the base year for future measurements.	
Emission Scopes	**Total (tCO_2e)**
Scope 1 *None as Chrystal Medical are not considered to have Operational Control over the utilities at their premises and do not have a fleet of company vehicles.*	0.0
Scope 2* *None as Chrystal Medical are not considered to have Operational Control over the utilities at their premises and do not have a fleet of company vehicles.*	*Market-based:* 0.0 *Location-based:* 0.0
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Activities - (Upstream) Transportation & Distribution - Waste Generated in Operations - Business Travel - Employee Commuting & Homeworking - (Upstream) Leased Assets - (Downstream) Transportation & Distribution	1,396.8
Total Emissions*	***Market-based:* 1,396.8** ***Location-based:* 1,396.8**

"Purchased electricity can be measured in two ways; a location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. Chystal Medical has chosen to use a market-based approach for Net Zero targets.

Carbon Intensity Metrics

Base Year: CYE 2025	Carbon Intensity Metric
Employees (tCO_2e per FTE)	55.9
Revenue (tCO_2e per £m)	18.6

The above carbon intensity metrics use market-based emissions.

Current GHG Emissions

The current reporting period covers 1st January 2025 to 31st December 2025.

Current Reporting Year: CYE 2025	
Emission Scopes	**Total (tCO_2e)**
Scope 1 *None as Chrystal Medical are not considered to have Operational Control over the utilities at their premises and do not have a fleet of company vehicles.*	0.0
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Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Activities - (Upstream) Transportation & Distribution - Waste Generated in Operations - Business Travel - Employee Commuting & Homeworking - (Upstream) Leased Assets - (Downstream) Transportation & Distribution	1,396.8
Total Emissions*	***Market-based:* 1,396.8** ***Location-based:* 1,396.8**

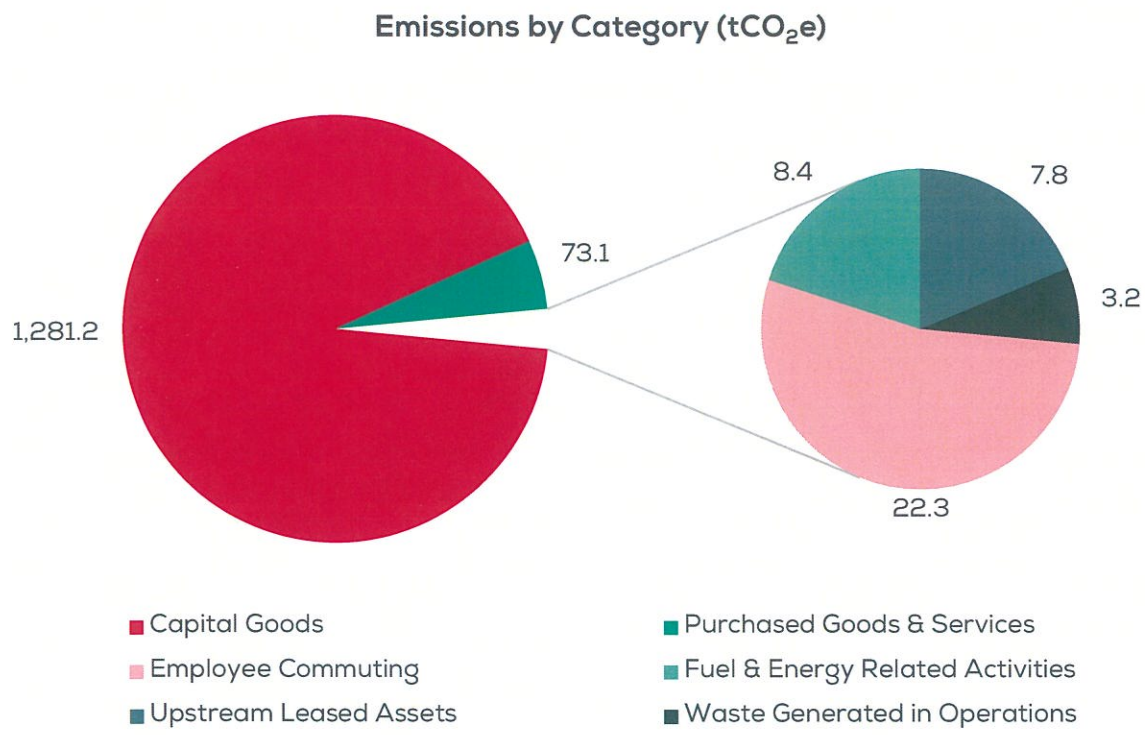
**Purchased electricity can be measured in two ways; a location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. Chystal Medical has chosen to use a market-based approach for Net Zero targets.*

Carbon Intensity Metrics

Current Year: CYE 2025	Carbon Intensity Metric
Employees (tCO_2e per FTE)	55.9
Revenue (tCO_2e per £m)	18.6

The above carbon intensity metrics use market-based emissions.

Current GHG Emissions Breakdown



N.B. Business Travel (0.9 tCO_2e) and Upstream Transportation & Distribution (0.003 tCO_2e) are not shown in the chart above.

At 1,281.2 tCO_2e, the majority of Chystal Medical's emissions reside within the **Capital Goods** category which primarily includes the medical equipment and machinery Chrystal Medical purchase through managed service contracts.

Purchased Goods & Services (73.1 tCO_2e) is the second largest category, and includes the extraction, production, and transportation of all goods and services purchased or acquired in the reporting year such as web development, marketing, and legal services.

Employee Commuting & Homeworking generated 22.3 tCO_2e during the reporting period. A survey was used to collect the required data.

Fuel & Energy Related Activities contributed 8.4 tCO_2e to the overall footprint. This category includes the emissions arising from the extraction and distribution of fuel and electricity not already included in Scopes 1 & 2.

Upstream Leased Assets (7.8 tCO_2e) comprises emissions resulting from the consumption of electricity at Chystal Medical's office. These emissions fall under this category (as opposed to Scope 2: Purchased Electricity) due to the control approach used.

Waste Generated in Operations (3.2 tCO_2e) – waste/refuse and water supply/disposal emissions associated with Chrystal Medical's office.

Smaller contributions were made by:

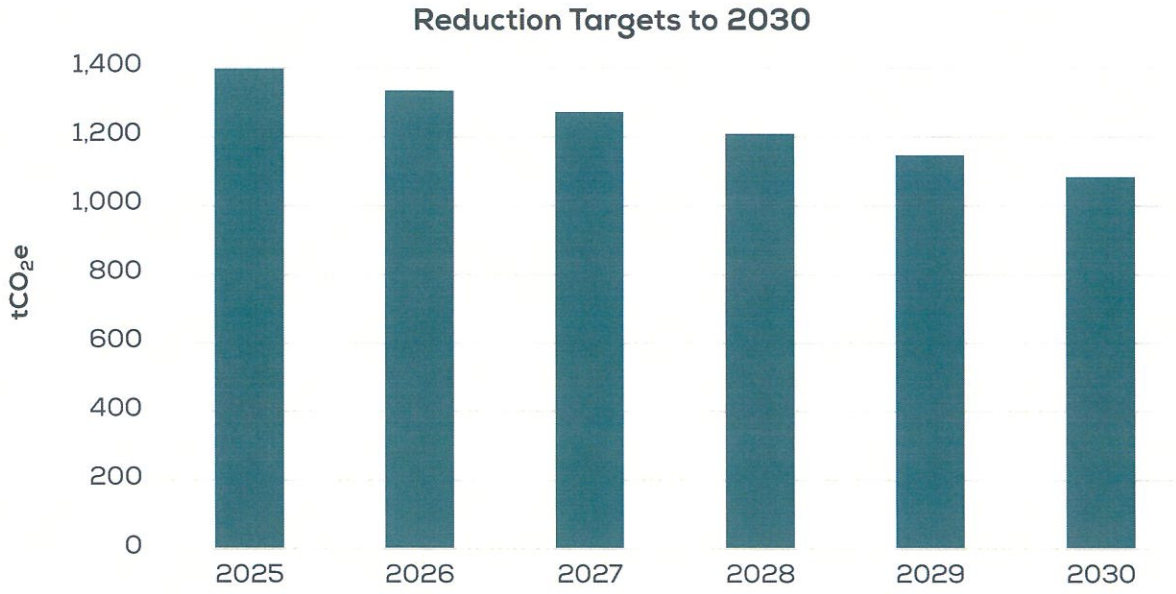
- **Business Travel** (0.9 tCO_2e) – reimbursed mileage in employee-owned vehicles; and
- **(Upstream) Transportation & Distribution** (0.003 tCO_2e) – the emissions arising from the third-party distribution of goods & services (i.e. postal & courier services).

Carbon Reduction Planning

Progress

There are no previous carbon reduction targets against which to report progress.

Targets



The above graph describes expected Scope 3 reductions to 2030 based on Chrystal Medical's near-term target of a 22.5% reduction in Scope 3 emissions by 2030. Scope 1 & 2 data is not included as Christal Medical's near-term Scope 1 & 2 target is to maintain a state of zero emissions through to 2030.

Achieving a linear reduction will require annual Scope 3 reductions of 4.5%, or 62.9 tCO_2e.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented prior to/since engaging with Positive Planet:

Activity	Completion Date	Scope
Chrystal Medical offer an EV salary sacrifice scheme to all permanent employees.	2023	1, 2, 3
Enrolled in the Cycle to Work Scheme through which two members of staff have purchased bicycles for commuting purposes.	2023	1, 3
Established a sustainability focus group (Green Team) to discuss and implement energy reduction initiatives associated with the office space. The team meets quarterly.	2024	1, 2, 3
Committed to: • measuring the company's carbon footprint year-on-year to track progress against SBTi-aligned targets; and • actively making improvements to reduce emissions. In Year 1 Positive Planet was appointed to support with preparing the base year GHG inventory and recommending reduction initiatives.	2026	1,2,3

Future Carbon Reduction Initiatives

Based on the current measurement, Positive Planet recommends the following actions to begin addressing and reducing emissions:

Overarching Reduction Initiatives					
No.	Activity	Target Date	Cost	Impact	Category
1	Ensure sustainability is embedded into company culture. This can include actions such as: • reviewing company policies to ensure alignment with carbon reduction goals, • outlining responsibilities with regard to sustainability in all job descriptions; • incorporating sustainability into induction processes to ensure all team members are aligned with the organisation's Net Zero ambitions; and • setting up a Green Team to lead projects and initiatives across the business (i.e. data gathering, contributing to and implementing carbon reduction initiatives, educating colleagues). *N.B. Chrystal Medical are already incorporating sustainability into induction processes; understanding the targets and actions set out in this Carbon Reduction Plan (once published) is expected to become a requirement.*	Ongoing	No Cost	Enabler	All Categories

2	Work with relevant team members throughout the year to get systems in place for the collection of high-quality data for use in the next measurement. Improving the quality of data will broadly involve a shift from spend-based data to activity-based data (see the Data Quality Guidance for more information). This will allow for more accurate and consistent measurement between years, as activity data is less subject to change and is more comprehensive. The categories to target for improving data quality are: • Capital Goods; • Purchased Goods & Services; • Employee Commuting & Homeworking; and • Investments. Specific recommendations are set out below.	2027	No Cost	Enabler	All Categories
3	Consider providing sustainability training for employees, such as Carbon Literacy training or Couch to Carbon Zero training, to increase engagement and skills across the team. This can be done in phases, starting with the Green Team and leadership, then rolling out to the wider employee base (including new starters). Certified learners typically reduce emissions by 5-15%, with at least one action relating to the workplace. Businesses that engage with Carbon Literacy training can also get certified as Carbon Literate Organisations which may bring commercial benefits. Role-specific Net Zero training could also be considered to encourage action from key areas of the organisation.	2028	Medium	Enabler	All Categories

Scope 1 & 2 Reduction Initiatives					
No.	Activity	Target Date	Cost	Impact	Category
1	Update company policy so that, should Chrystal Medical acquire or move to a property over which they have Operational Control, the site will not utilise stationary combustion and must be on a zero-carbon electricity tariff within 18 months of occupancy. There are currently no Scope 2: Purchased Electricity emissions to report as electricity emissions are currently reported in Scope 3: Upstream Leased Assets. Procuring a 100% renewable electricity tariff will be necessary to achieve Chrystal Medical's near-term target of maintaining zero market-based Scope 2 emissions through to 2030 – particularly if a new office space is acquired over which Chrystal Medical have Operational Control. *N.B. Chrystal Medical moved to a new office in January 2026 – this is a managed space so no (property-related) Scope 1 or 2 emissions are expected to be reported in the next measurement period.*	2027	Var.	High	Stationary Combustion, Purchased Electricity
2	Encourage energy-saving behaviours amongst staff to reduce electricity demand through implementing behaviour change initiatives within the workplace. This could include clear messaging to turn off lights/monitors/machinery, ensuring windows are closed when heating/air conditioning is operation, and/or employee training.	Ongoing	Low	Medium	Purchased Electricity

	Assign roles and responsibilities to Green Team members to facilitate the high-level monitoring of energy use to understand savings and pinch points.				
3	Update company policy so that any vehicles purchased or leased by Chrystal Medical shall be battery electric (BEV) as a priority, followed by plug-in hybrid (PHEV), then hybrid. *N.B. Chrystal Medical are considering changing their car allowance scheme to be limited to EVs only in line with this item.*	2028	Medium	High	Mobile Combustion, Purchased Electricity (EVs)

Scope 3 Reduction Initiatives					
No.	**Activity**	**Target Date**	**Cost**	**Impact**	**Category**
1	Develop a Sustainable Procurement Policy with the twin goals of enabling the: 1. assessment and prioritisation of suppliers' sustainability credentials; and 2. collection of data from suppliers on an annual basis in an effective way. Existing and new suppliers should be engaged with to ensure alignment with Chystal Medical's sustainability goals and target of Net Zero by 2045. This may include: • engaging suppliers by sharing this Carbon Reduction Plan/communicating Net Zero targets and asking for suppliers' information in return; • reviewing goods transportation suppliers to determine their decarbonisation efforts and collect primary emissions data if available; • introducing/increasing sustainability weighting in selection processes; • adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency; and • increasing supplier monitoring/reporting requirements including provision of supplier-specific data.	2027 - 2030	No Cost	High	Purchased Goods & Services, Capital Goods

	This action will embed sustainability considerations into the procurement process and enable suppliers with lower organisational carbon footprints, lower embodied carbon of products, or a demonstrated commitment to Net Zero to be prioritised. **Taking action here is essential, as 97% of measured emissions reside within the supply chain.**				
2	Commit to a sustainability audit of existing suppliers. Initially the top 20% of suppliers (identified by spend and/or carbon intensity) should be engaged with to request further information regarding emissions reporting, Net Zero targets, and sustainability ambitions. This data collection will support the reduction journey by: • improving the accuracy of future carbon footprint measurements through collecting supplier-specific data; • allowing the positive impacts from reduction actions to be captured; • identifying business risks in the supply chain; and • encouraging supply chain integration towards Net Zero.	2026 - 2030	Low	High	Purchased Goods & Services, Capital Goods
3	Keep a detailed Capital Goods asset list that contains purchase date, make, model, other item details and cost. This will support Capital Goods calculations, where Product Carbon Footprint (PCF) data can often be used in lieu of spend-based data if detailed purchase data is available.	Ongoing	No Cost	Medium	Capital Goods

4	Develop and implement a Sustainable Travel Policy to minimise the environmental impact of choices when travelling and commuting. The policy should encourage the utilisation of the emissions travel hierarchy: • digital communication; • walking and cycling; • public and shared transport; • EVs and car sharing/clubs; • ICE vehicles and car sharing/clubs; then • air travel. Other policy points to consider alongside this hierarchy include: • making virtual meetings the default for interactions that do not require physical presence; • assessing the need for in-person business meetings and reviewing where trips can be consolidated/coordinated amongst employees; • reducing fossil-fuel based travel, especially air travel, as a priority – where air travel is unavoidable, opt for economy class to reduce emissions per passenger; and • ensuring the sustainable commitments of hotels are considered when booking employee stays. *N.B. Business Travel is not a significant emissions source for Chystal Medical – this item is preventative in that should Business Travel emissions become material, they should be minimised by the Sustainable Travel Policy.*	2027	No Cost	Medium	Business Travel, Employee Commuting

5	Consider collecting employee-specific homeworking data, namely home heating type (i.e. gas/electric/air pump etc.) and tariff information (to identify potential emissions reductions offered by renewable contracts). This could be completed internally or alongside the next measurement via Positive Planet's Employee Commuting & Homeworking survey.	2027	No Cost	Low	Employee Commuting (& Homeworking)
6	Chrystal Medical will direct employees to resources that can support homeworking emissions reductions. Examples include: • keeping employees updated in options for domestic renewable energy tariffs and applicable energy saving schemes (i.e. Boiler Upgrade Scheme); • providing information and education on home renewable energy options; and • offering a salary sacrifice scheme for home renewable energy technologies (i.e. Heva Energy).	Ongoing	Var.	Low	Employee Commuting (& Homeworking)
7	Reach out to company pension providers to request fund-specific emissions data (if available) as this will facilitate a move away from a spend-based approach.	2027	No Cost	Low	Investments

Declaration & Sign Off

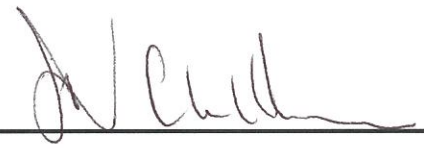
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate 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 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 approved by the Executive Team at Chystal Medical.

Signed on behalf of Chystal Medical Ltd.:



Name: DAVID CHALLINOR

Position: MANAGING DIRECTOR

Date: 22/09/2026

1 https://ghgprotocol.org/corporate-standard
2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting