

Carbon Reduction Plan

External Use



AUTHOR	VERSION	DATE	REASON FOR REVISION	REVIEW DATE
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4ways Carbon Reduction Plan

Covered by the Plan: This Carbon Reduction Plan covers the UK-based operations of 4ways Healthcare Ltd, a subsidiary of the Evidia Group GmbH.

The plan includes Greenhouse Gas Emissions, according to GhG-protocol; Scope 1 and 2 emissions under operational control, and material Scope 3 categories (3.1, 3.2, 3.3, 3.5, 3.6, 3.7, 3.8), which were calculated using a spend-based methodology at Group level for 2024.

1. Commitment to Achieving Net Zero

4ways Healthcare Ltd is committed to achieving Net Zero greenhouse gas emissions by 2030. This commitment applies solely to the UK operations covered in this Carbon Reduction Plan.

4ways' teleradiology model is inherently lower carbon, enabling over 400 radiologists to report remotely without the need for travel to centralised hubs. This significantly reduces Scope 3 emissions related to commuting and office use.

The company's decision to remain fully UK-based, avoiding overseas offices, eliminates the need for long-distance business travel and ensures operational emissions stay low. Local recruitment further contains transport-related emissions — most staff live within 25 miles of the main office.

4ways recognises that achieving Net-Zero will require more than technical solutions — it will depend on cultural and behavioural transformation. Environmental awareness, employee engagement, and everyday actions are central to this commitment.

2. Baseline Emissions Footprint

Baseline Year: 2021/2022

Reasoning: Selected to reflect a post-COVID operational year and the move to new premises.

Scope 2 emissions are reported using both market-based and location-based methods, in accordance with GHG Protocol guidance. Market-based emissions are reported as zero, reflecting a REGO-backed renewable electricity contract in place with the landlord from July 2024 onward.

Location-based emissions have been estimated using available energy consumption data for the period April 1, 2020 to March 31, 2021, during occupancy of the previous office premises. Total electricity consumption during this period was 135,408 kWh. Using the UK Government's 2020 grid electricity emission factor of 0.233 kg CO₂e per kWh, this results in location-based emissions of approximately 31.95 tCO₂e.

Scope 3 emissions for the 2021/22 baseline year were calculated using a hybrid approach based on activity data and estimations aligned with the GHG Protocol. The methodology differs from the 2024 reporting year, which used a group-level spend-based calculation, and is therefore not directly comparable.

Key category-specific methods used for the baseline year include:

- Category 4 (Upstream transportation and distribution): Estimated based on 4ways' proportion of Redcentric's emissions (0.5% of Redcentric's 2021 footprint of 21,790.77 tCO₂e, resulting in 108.95 tCO₂e).
- Category 5 (Waste generated in operations): Not included due to data unavailability from landlord-managed facilities.
- Category 6 (Business travel): Based on finance department data and EQT emissions matrix, including 86 tCO₂e for road and 56 tCO₂e for rail travel.
- Category 7 (Employee commuting): Estimated based on average commute distance (5.2 miles round trip), average UK car emissions (196.94 gCO₂e/mile), number of employees, and working patterns, resulting in 212 tCO₂e.
- Category 9 (Downstream distribution): Not included due to limited relevance or lack of data.

Scope	Baseline Emissions (tCO ₂ e)
Scope 1	0 (no direct emissions reported)
Scope 2 – Market based	0 (REGO-backed renewable electricity from landlord)
Scope 2 – Location based	31.95 (based on 135,408 kWh at 0.233 kg CO ₂ e/kWh)
Scope 3	462.95 (based on categories 3.4, 3.5, 3.6, 3.7 & 3.9)

3. Current Emissions (2024)

Total GHG emissions for 2024, across all applicable scopes, are as follows:

Scope	2024 Emissions (tCO ₂ e)
Scope 1	10
Scope 2 – Market based	0 (REGO-backed renewable electricity)
Scope 3 – Location based	37
Scope 3	3,673
Total (Market-based method)	3,683

Note: Market-based method is used for official reporting, in line with the REGO-backed electricity contracts in place.

Reported total Scope 3 emissions in 2024: approximately 3,673 tCO₂e, based on spend-based calculation methodology applied at the Evidia Group level. This represents a more comprehensive footprint than previous years, capturing upstream emissions such as purchased goods, services, and capital equipment.

Scope 3 Category	Estimated Emissions (tCO ₂ e)
3.1 – Purchased goods & services	3413
3.2 – Capital goods	36
3.3 – Fuel- and energy-related activities	2.4
3.5 – Waste generated in operations	9.5
3.6 – Business travel	26
3.7 – Employee commuting	168
3.8 – Upstream leased assets	18

Note on 2024 Scope 3 calculations:

The reported 2024 Scope 3 total of 3,673 tCO₂e was calculated using a spend-based methodology at group level (Evidia). This method provides a broader estimation of upstream emissions but can result in higher reported values compared to activity-based calculations.

4ways is committed to improving the accuracy of future reports by gradually integrating activity-based data where available — such as distances travelled, energy consumption, and waste volumes — to strengthen year-on-year comparability and decision-making.

4. Emissions Reduction Targets

4ways aims to reduce total GHG emissions by at least 90% by 2030 compared to its 2024 emissions inventory (3,683 tCO₂e), which reflects the most comprehensive Scope 3 estimation to date. This updated figure was calculated using a spend-based methodology at the Evidia Group level, capturing upstream impacts such as purchased goods and services.

Residual emissions, estimated to be under 10% of the 2024 value, will be neutralised through certified carbon removals in line with leading Net-Zero standards (e.g. SBTi, GHG Protocol). While the 2021/22 emissions inventory remains the official baseline year for compliance purposes (e.g. PPN 06/21), 2024 is treated as a re-baseline year for target-setting due to the significant improvement in Scope 3 data completeness and accuracy.

5. Carbon Reduction Measures Delivered

4ways Healthcare Limited

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Since the 2021/2022 baseline year, 4ways has implemented the following reduction measures:

- LED lighting upgrade across the UK office
- Migration to IaaS infrastructure (reduced on-site server energy use)
- Smart Go Maylands public transport and lift-share programme
- Electric vehicle salary sacrifice scheme
- Remote radiology model avoiding commuting and international travel

6. Planned Carbon Reduction Initiatives (2025-2030)

- Replace company van with electric vehicle by 2028
- Expand employee sustainability training and behaviour change initiatives
- Install EV charging (pending landlord approval)
- Develop supplier engagement program to reduce purchased goods emissions
- Improve waste tracking and reduction in leased facilities
- Audit vending machines and food packaging to improve recyclability
- Offset all residual emissions by 2030 through high-quality, certified carbon removal solutions, such as reforestation, biochar, or engineered removals. Offsetting options will be selected based on alignment with science-based Net-Zero standards and environmental integrity.
- Offset any essential air travel related to EU group meetings (max 6 people/year)

7. Emissions Reduction Pathways

The appendix includes a visual carbon reduction pathway based on actual emissions from 2024 and projected reductions through 2035. The pathway reflects a 90% reduction target from 2024 levels (3,683 tCO₂e) by 2030, in line with Net-Zero principles. A horizontal line marks the 368 tCO₂e threshold (10% residual), indicating the maximum allowable emissions before carbon removals are required.

8. Climate-Related Risks and Opportunities

Opportunities:

- 4ways' remote teleradiology model reduces travel emissions and resource use, positioning it well in a carbon-constrained economy.
- As healthcare systems adapt to climate stress (e.g. heat-related illness), demand for radiology services may rise.
- Efficient digital models may win contracts where environmental impact is a factor in procurement decisions.

Risks:

- Potential increases in energy costs or carbon taxes could affect operational expenditure.
- Supply chain disruptions (e.g. tech equipment or services) linked to climate-related events may pose resilience risks.


- Reputational risk if transparency or reporting falls behind stakeholder expectations.

9. Declaration and Sign-Off

Net-Zero has been designated a strategic priority by the Boards of both 4ways and the Evidia Group. Senior leadership leads by example by limiting unnecessary travel and ensuring sustainability is embedded in operations across all business units.

This Carbon Reduction Plan has been prepared in accordance with PPN 06/21 and the GHG Reporting Protocol (Corporate Standard and Scope 3 Standard), using the latest UK Government BEIS/DEFRA conversion factors.

Signed on behalf of 4ways Healthcare Ltd

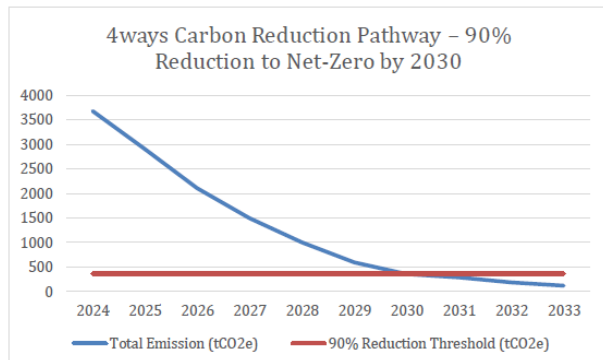


Ajay Chadha
Chief Executive Officer

Appendix

Carbon Reduction Pathway

The chart below shows 4ways' actual emissions for 2024, projected emissions for 2025-2035, and the Net-Zero target trajectory by 2030.



***Note:** Emissions from 2024 are based on actual internal reporting. Emissions from 2025 to 2035 are modelled based on planned reduction measures. The target trajectory reflects 4ways' stated Net-Zero commitment for its UK operations.

Glossary of Key Terms

- **Net-Zero:** The point at which an organisation reduces its greenhouse gas emissions to near zero and removes the remaining unavoidable emissions through certified removals.
- **Scope 1:** Direct emissions from owned or controlled sources (e.g. vehicles, boilers).
- **Scope 2:** Indirect emissions from the generation of purchased electricity, steam, heating, and cooling.
- **Scope 3:** All other indirect emissions that occur in the value chain (e.g. purchased goods, travel, waste).
- **Spend-based method:** A way to estimate emissions by multiplying financial spend by emission factors (used where activity data is unavailable).
- **Activity-based method:** Emissions calculated using actual quantities of resources used (e.g. km driven, kWh consumed, kg of waste).