

Psephos Biomedica

Carbon Reduction Plan

30 September 2025

PSEPHOS LIMITED

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Our Commitment

Psephos is committed to delivering the net zero agenda and we excel in our green credentials. We operate from an innovation hub in the UK. Our carbon reduction plans extend to:

Our office - accessible by public transport networks. We co-locate with Med Tech and FinTech SMEs, sharing the same footprint for meeting space and boardrooms, washroom facilities and cafeteria space.

Our work from home practices – we operate a hybrid business working model with staff working from home 80% of their time.

Psephos are committed to promoting environment protection and improvement. We have integrated sustainability into our core business operating strategies. We promote environmental/sustainable working practices and behaviours, engaging staff, suppliers and communities to drive sustainability by making greener decisions. This includes:

- recycling in our office;
- implementing 'paperless' working practices;
- minimising car travel through home working;
- promoting public transport where face-to-face and onsite meetings are required;
- reducing energy consumption through 'AAA' rated appliances/standby functions;
- following environmentally friendly recycling for electrical good disposal;
- sourcing replacement laptops and electrical equipment which meet energy saving practices - thereby minimising operating expenses and environmental impact.

Commitment to achieving Net Zero

Psephos Limited is committed to achieving Net Zero emissions by 2050.

Baseline emissions summary (1st Oct 2021 to 30th Sept 2022)

Scope	Sources	Total emissions/tCO ₂ e
Scope 1 ¹		0
Scope 2 ¹		0
Scope 3	Category 4: Upstream transportation and distribution ²	0
	Category 5: Waste generated in operations ³	
	Category 6: Business travel	0.32 tonnes CO ₂ e
	Category 7: Employee commuting	3.97 tonnes CO ₂ e
	Category 9: Downstream transportation and distribution ²	
Total emissions		4.29 tonnes CO₂e

Notes:

¹ Psephos does not own any vehicles or plant equipment and we operate from a managed service building. We are however in regular communication with the landlord to ensure their carbon reduction plans align with our commitment to achieving Net Zero.

² Psephos is a service provider, not a manufacturing business and does not produce any goods. The company does therefore not have any transportation needs in relation to its business operations.

³ Psephos is a service provider, not a manufacturing business and does not produce any goods. The company does not dispose of or treat any waste generated from the company's operations.

Current Emissions Reporting (1st Oct 2024 to 30th Sept 2025)

Scope	Sources	Total emissions/tCO ₂ e	Change from 2024
Scope 1 ¹		0	0
Scope 2 ¹		0	0
Scope 3	Category 4: Upstream transportation and distribution ²	0	0
	Category 5: Waste generated in operations ³	0	0
	Category 6: Business travel	0.06 tonnes CO ₂ e	0.21 decrease
	Category 7: Employee commuting	0.72 tonnes CO ₂ e	0.28 decrease
	Category 9: Downstream transportation and distribution ²		
Total emissions		0.78 tonnes CO₂e	(39% decrease)

Notes:

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Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We projected that carbon emissions will decrease over the next five years to 3.22 tonnes CO₂e by 2027. This is a reduction of 25%. We are currently ahead of this target.

Carbon Reduction Projects

In the future we will continue to develop and implement measures such as:

- Improved sustainable travel policy;
- Review of hybrid working model; and
- Review of requirement for managed office space.

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 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 board of directors.

Signed on behalf of Psephos Limited:


box SIGN 18969654-1JQ5KPW5

Robin Stephens, CEO

Date: 2 Dec 2025