

Carbon Reduction Plan

Supplier name: MedCurrent Group (MedCurrent Corporation, MedCurrent UK Ltd.)

Publication date: 24 April 2025

Commitment to achieving Net Zero

MedCurrent Group is committed to achieving net zero carbon 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.		
MedCurrent Group's baseline year for carbon emissions reporting was in 2023. The emissions data provided in this report is focused on MedCurrent Group's global operations (UK and Canada). MedCurrent Group's baseline emissions are based on data from the period between 1 January 2023 to 31 December 2023.		
Baseline year emissions:		
EMISSIONS		TOTAL (tCO ₂ e)
Scope 1	Not Applicable	0
Scope 2	Not Applicable	0
Scope 3 (Included Sources)		35.3
	1. Purchased goods and services	1.1
	4. Upstream transportation & distribution*	0.0
	5. Waste generated in operations**	0.0
	6. Business travel	24.4
	Hotel stays	0.1
	7. Employee commuting***	0.0
	Employee teleworking	9.7
	9. Downstream transportation and distribution*	0.0
Total Emissions		35.3

* MedCurrent Group is a service-based business with no need for the transportation of physical products.

** MedCurrent Group is a primarily work-from-home organization with no formal waste monitoring, and negligible emissions arising from waste generated.

*** No MedCurrent Group staff commute regularly to the rented coworking space.

Current Emissions Reporting

Reporting Year: 2024	
Additional Details relating to the Current Emissions calculations.	
<p>The 2024 reporting year marks the second year of carbon emissions tracking at MedCurrent Group. Compared to estimates from the previous year (2023), our total reported emissions increased from 35.3 tCO₂e to 46.7 tCO₂e in 2024. This increase is primarily attributable to:</p> <ul style="list-style-type: none"> Increased business travel, which rose from 24.4 tCO₂e to 33.4 tCO₂e, due to greater participation in industry conferences and international client engagement as part of the company's growth strategy. Higher employee headcount, which resulted in a corresponding increase in emissions associated with teleworking, rising from 9.7 tCO₂e to 11.5 tCO₂e. <p>The rise in emissions reflects our business growth, and reinforces the need to follow our carbon reduction plan. We remain committed to lowering emissions intensity as we scale. Moreover, MedCurrent Group was acquired in late 2024 by a publicly traded entity that has developed its own Carbon Reduction Plan and efforts are underway to harmonize plans and sustainability strategies with the new parent company in 2025.</p>	
Reporting year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Not Applicable 0
Scope 2	Not Applicable 0
Scope 3 (Included Sources)	46.7
	1. Purchased goods and services 0.7
	4. Upstream transportation & distribution* 0.0
	5. Waste generated in operations** 0.0
	6. Business travel 33.4
	Hotel stays 1.0
	7. Employee commuting*** 0.1
	Employee teleworking 11.5
	9. Downstream transportation and distribution* 0.0
Total Emissions	46.7

* MedCurrent Group is a service-based business with no need for the transportation of physical products.

** MedCurrent Group is a primarily work-from-home organization with no formal waste monitoring, and negligible emissions arising from waste generated.

*** No MedCurrent Group staff commute regularly to the rented coworking space.

Emissions reduction targets

MedCurrent Group is committed to achieving net zero carbon emissions by 2050. Our emissions reduction targets are as follows:

- 2030 – 30 tCO₂e
- 2040 – 15 tCO₂
- 2050 – 0 tCO₂e

Carbon Reduction Projects

To support our goal of reaching net zero carbon emissions by 2050, MedCurrent Group has initiated a multi-phase carbon reduction project focused on reducing emissions from business growth, while maintaining operational effectiveness and market presence. Our emissions profile is currently dominated by Scope 3 emissions, particularly from business travel and employee teleworking, which are key to our operations. These projects outline our targeted strategies to reduce emissions, while supporting sustainable company growth:

- **Business travel policy:** In 2024, in-person meetings and conferences were responsible for over 70% of our total emissions. While these remain a vital part of our company growth strategy, we are taking targeted steps to reduce the environmental impact of business travel. Our updated policy prioritizes Economy class for international flights, supports the use of rapid transit (subway, train, bus) for local events, and encourages bundling meetings to minimize trips. Beginning in 2025, we are working with our new parent company, VitalHub Corp. to align on carbon removal projects that will be standardised for all global subsidiaries with goal to implement these projects by end of the year.
- **Cloud computing:** By using the energy efficient Microsoft Azure services to host our applications and databases, MedCurrent Group continues to benefit from Microsoft's commitment to becoming carbon negative by 2030, and their commitment to remove all the carbon from the environment that the company has emitted since it was founded in 1975. MedCurrent Group does not own any physical servers and continues to support a "Cloud First" policy to help reduce our carbon footprint. All business applications, such as CRM, HR, Collaboration, etc. are cloud-based technologies that further reinforce our commitment to carbon reduction.
- **Work-from-home policy:** Prior to 2020, MedCurrent Group had instituted a hybrid working policy where full-time employees would commute to the shared co-working office up to three days per week. Since then, we have implemented a "Remote First" working policy that provides employees with added flexibility and, as a result, has reduced the need for employees to commute to the office on a regular basis.
- **Co-working office:** We maintain a co-working office space whose owners are currently Building Owners and Managers Association (BOMA) Silver Certified, and who have committed to achieving net zero carbon emissions by 2035. We expect this to help further reduce carbon emissions as we continue to grow our business.

Declaration and Sign Off

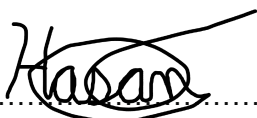
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 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.³

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:



Hasan Dharamshi

President

Date: April 24nd, 2025

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>