Reporting period: 31 December 2025

Onebright Limited

GHG Emissions & Carbon Reduction Plan

This report details Onebright's GHG emissions and their reduction plan.

This carbon reduction plan is compliant with PPN 006.

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onebright mental health

17/08/2026

Contents

Company name:	Publication date:	Reporting period:
Onebright UK	**17/08/2026**	**1 January 2024 - 31 December 2025**

Onebright UK provide psychological therapy and neurodevelopmental services. Providing a wide range of services to adults, children and young people, their team of expert clinicians help those who experience emotional and psychological issues.

Onebright UK are committed to ensuring high environmental, social and governance (ESG) standards. Aiming to continuously improve, promote transparency and align ESG progress with Onebright's business strategy; to be the leading specialist provider of private mental health services in the UK.

Commitment to target Net Zero:

2039

GHG Emissions Methodology

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.

Onebright UK's emissions have been calculated against a baseline year of 2024.

Onebright UK's GHG emissions inventory is aligned to the GHG Protocol and covers:

Scope 1: Direct emissions

Direct emissions from sources owned or controlled by an organization, such as fuel combustion in company vehicles, manufacturing processes, and onsite energy production.

Scope 2: Indirect emissions

Indirect emissions from the consumption of purchased electricity, steam, heating, and cooling. These emissions occur at the source of energy production but are attributed to the organization that uses the energy.

Scope 3: Supply chain emissions and categories

These have been calculated using spend based data except for Employee commuting where a distance-based method is used depending on the data available.

Scope 3 GHG Category	Description
Category 1: Purchased goods and Services	Emissions from the production of goods and services a company buys.
Category 2: Capital goods	Emissions from producing long-term assets such as buildings or equipment.
Category 3: Fuel and Energy-Related (not in Scopes 1 or 2)	Emissions from extraction, production, and transportation of fuels and energy purchased.
Category 4: Upstream Transportation and Distribution	Emissions from transporting and distributing products purchased by the reporting company.
Category 5: Waste Generated in Operations	Emissions from waste disposal and treatment.
Category 6: Business Travel	Emissions from travel by employees (e.g., flights, rental cars).
Category 7: Employee Commuting	Emissions from employees commuting to and from work.
Category 8: Upstream Leased Assets	Emissions from leased assets not included in Scope 1 or 2, occurring upstream in the value chain.
Category 9: Downstream Transportations & Distributions	Emissions from transporting and distributing sold products to customers.
Category 10: Processing of Sold Products	Emissions from processing intermediate products sold by the company.
Category 11: Use of Sold Products	Emissions from the use of goods and services sold.
Category 12: End of Life of Sold Products	Emissions from waste disposal and treatment of sold products at their end-of-life.
Category 13: Downstream Leased Assets	Emissions from assets leased to other entities.
Category 14: Franchises	Emissions from operations of franchises.
Category 15: Investments	Emissions from investments made by the company, such as loans and equity.

GHG Emissions Summary

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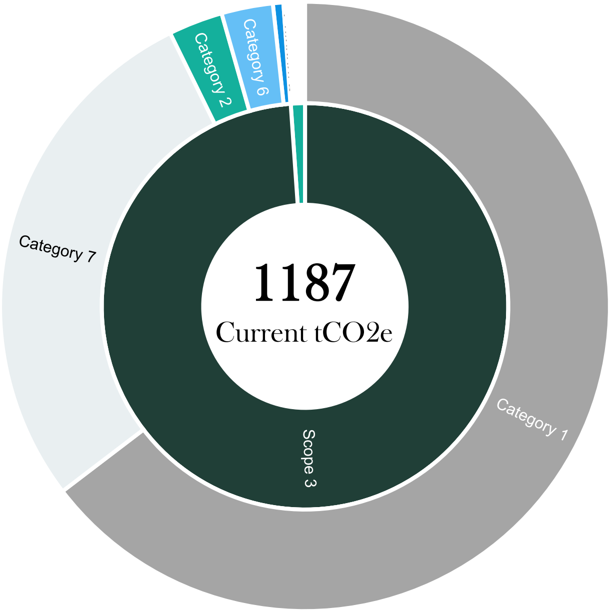
The footprint calculated is reliant on the data provided. Flotilla do not provide assurance or verification of the data collected. Downstream Scope 3 categories are outside the scope of this engagement and are indicated as 'not measured.'

Scope 1	Scope 2	Scope 3
0 tCO2e	13 tCO2e	1,173 tCO2e
0% of Total	1.1% of Total	98.9% of Total



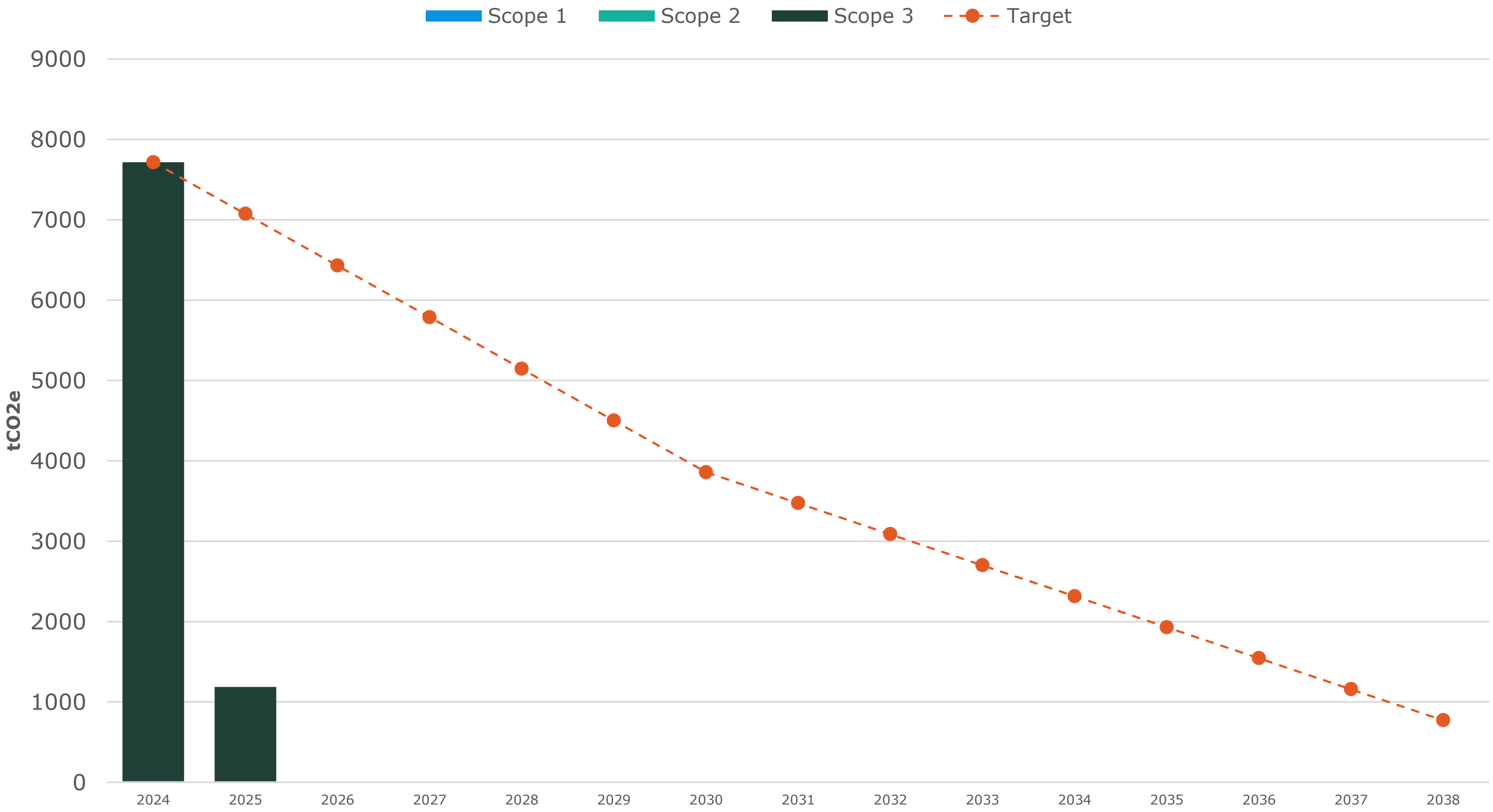
Scope	GHG Category	2024 Tonnes CO2e (Baseline)	2025 Tonnes CO2e (Current)	2025 % of emissions
1	Direct fuel	Not relevant	Not relevant	Not relevant
	Fuel in company vehicles	Not relevant	Not relevant	Not relevant
2	Electricity – location based	17.5	13.2	1.11%
	Indirect fuel usage in leased assets	Not relevant	Not relevant	Not relevant
	Indirect fuel usage in leased offices	Not relevant	Not relevant	Not relevant
3	Category 1: Purchased goods and Services	7,240.4	766.8	64.62%
	Category 2: Capital goods	39.2	34.3	2.89%
	Category 3: Fuel and Energy-Related (not in Scopes 1 or 2)	8.6	6.5	0.55%
	Category 4: Upstream Transportation and Distribution	Not relevant	Not relevant	Not relevant
	Category 5: Waste Generated in Operations	1.1	0.3	0.02%
	Category 6: Business Travel	28.0	32.3	2.73%
	Category 7: Employee Commuting	380.3	333.2	28.08%
	Category 8: Upstream Leased Assets	Not relevant	Not relevant	Not relevant
	Category 9: Downstream Transportations & Distributions	Not relevant	Not relevant	Not relevant
	Category 10: Processing of Sold Products	Not measured	Not measured	Not measured
	Category 11: Use of Sold Products	Not measured	Not measured	Not measured
	Category 12: End of Life of Sold Products	Not measured	Not measured	Not measured
	Category 13: Downstream Leased Assets	Not relevant	Not relevant	Not relevant
	Category 14: Franchises	Not measured	Not measured	Not measured
	Category 15: Investments	Not measured	Not measured	Not measured
	Total Emissions	**7,715.1**	**1,186.7**	

Emissions Reduction Target

We have committed to reduce emissions in line with science-based targets. We project that carbon emissions will decrease over the next five years to 3472 tCO2e by 2031. This is a reduction of -192.6%. Progress against our targets can be seen in the graph to the right.

Annual reduction percentage required to achieve Net Zero:

16.2%



Carbon Reduction Initiatives

To reduce Scope 1 and 2 emissions Onebright UK plans to:

Scope 1: Direct emissions

- No actions have been planned into this Scope because there are no emissions in this Scope to reduce.

Scope 2: Indirect emissions

- No actions have been planned into this Scope because there are no emissions in this Scope to reduce.

To reduce Scope 3 emissions Onebright UK plans to:

- Issue a sustainability supplier questionnaire to your computer services providers (Category 1: Purchased goods and services)
- Choose computer services suppliers that run on 100% renewable electricity (Category 1: Purchased goods and services)
- Investigate and implement an EV Salary Sacrifice Scheme (Category 7: Employee commuting)
- Introduce a Car Sharing Scheme (Category 7: Employee commuting)
- Implement a Cycle to Work Scheme (including e-bikes) (Category 7: Employee commuting)
- Promote and incentivise public transport initiatives (Category 7: Employee commuting)
- Incentivise employees to switch to renewable electricity tariffs by providing a Green Tariff Perks Package (Category 7: Employee commuting)
- Issue a sustainability supplier questionnaire to your telecoms providers (Category 1: Purchased goods and services)
- Digital Sobriety: Length the expiry date of end user devices such as mobiles to 5 years (Category 1: Purchased goods and services)
- Issue a sustainability supplier questionnaire to your financial services suppliers (Category 1: Purchased goods and services)
- Choose web hosting suppliers that run on 100% renewable electricity (Category 1: Purchased goods and services)
- Move cloud data to regions with lower carbon grid intensity (Category 1: Purchased goods and services)
- Issue a sustainability supplier questionnaire to your marketing suppliers (Category 1: Purchased goods and services)
- Launch a supply chain engagement strategy (Upstream/downstream Emissions, Category 1: Purchased goods and services, Category 2: Capital goods)

Other initiatives that Onebright UK plans to do that are not specific to Scope 1, 2 or 3:

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented prior to the first GHG inventory calculation, demonstrating Onebright UK's commitment to reduction. As this was prior to the baseline, there are no associated emissions recorded.

- Investigate how to improve the data quality in purchased services - specifically external therapists spend

Declaration and 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.[3]

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Onebright UK

Signature: Vicky Hodgson.

Signed by: Vicky Hodgson

Position: Managing Director

Date: 03/09/2026

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

Produced by Flotilla on behalf of Onebright UK

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