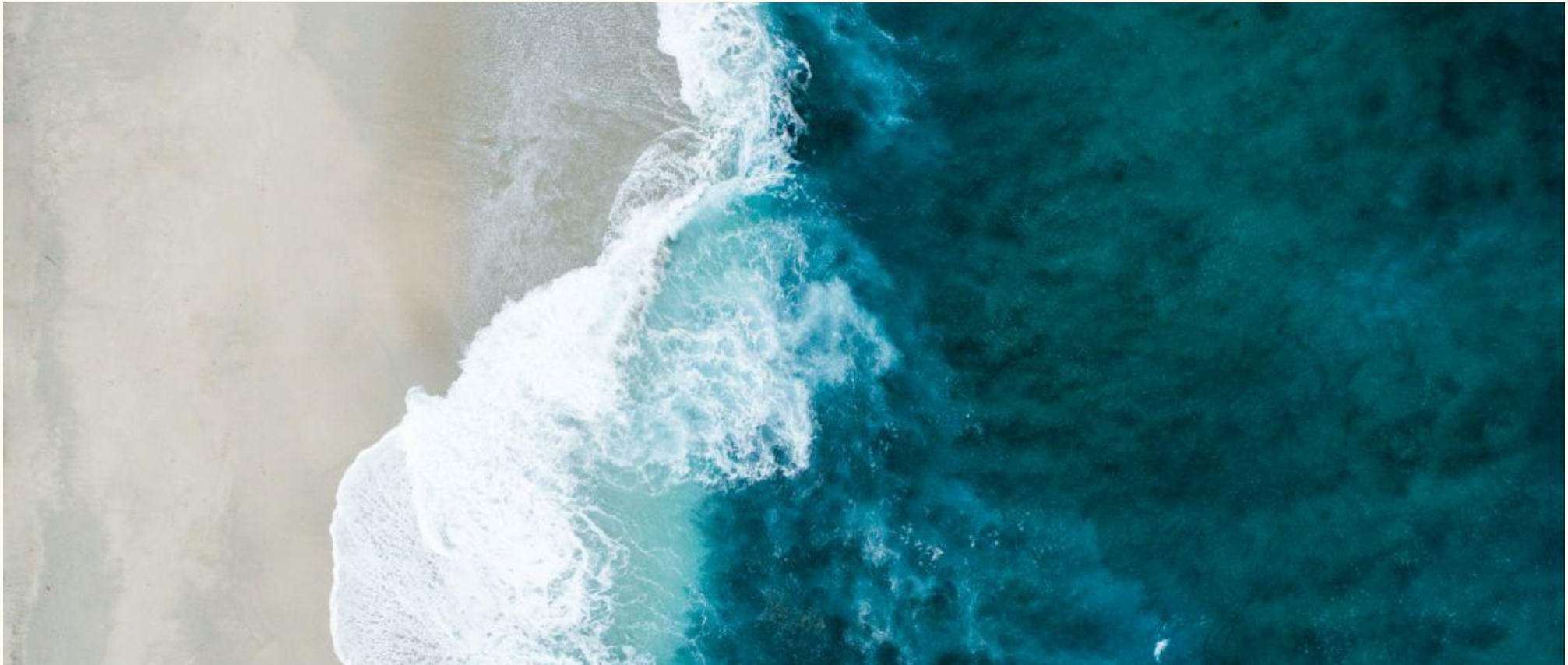
Link Orthopaedics UK

Carbon reduction plan

01/01/2025 - 31/12/2025

Published: 20 Apr 2026



An introduction to Link Orthopaedics UK

Link Orthopaedics UK

Link Orthopaedics UK is the dedicated subsidiary of Waldemar Link GmbH & Co. KG, a global leader present in over 60 countries. The company provides the NHS and private healthcare sectors with high-performance hip and knee systems, specialising in anatomically precise solutions for complex revision and orthopedic oncology to improve long-term patient outcomes.

In response to the pressing global challenge of climate change, Link Orthopaedics UK is committed to achieving Net Zero emissions by 2050.

As such, Link Orthopaedics UK has engaged in the following project to calculate, report, and identify opportunities to reduce its greenhouse gas (GHG) emissions.

Report overview

This report, in accordance with PPN 006, details the results of Link Orthopaedics UK's 2025 GHG inventory, which quantified GHG emissions across the reporting period of 01/01/2025 - 31/12/2025. Also documented is Link Orthopaedics UK's long-term strategy to monitor, manage, and minimise its environmental impact in alignment with achieving its ambitious Net Zero commitment.

This report was prepared with the support of Ecologi to ensure that emissions were quantified in alignment with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and supplementary Corporate Value Chain (Scope 3) Standard.

Ecologi

Ecologi is a leading climate action platform specialising in emissions measurement, reduction, and reporting, as well as helping businesses fund high impact, high integrity climate solutions. Ecologi equips businesses with the expertise and tools to curate and implement emissions reduction strategies on their journey to Net Zero.

01/01/2025 - 31/12/2025 Carbon Reduction Plan

Methodology

Link Orthopaedics UK were responsible for the internal management controls governing the collection and entry of data for processing. The subsequent emissions calculations and this report were generated with the support of Ecologi in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and supplementary Corporate Value Chain (Scope 3) Standard.

Emissions have been calculated using the appropriate UK emission conversion factors published annually by the UK government, Department for Energy Security and Net Zero (DESNZ). These are supplemented by emissions factors from Small World Consulting's environmentally extended MRIO dataset, used for spend-based emissions calculations. The methodology for homeworking emissions aligns with Anthesis' published in their 2021 White Paper.

Reported emissions figures are expressed as tonnes of carbon dioxide equivalent (tCO_2e) and include GHG emissions from all seven GHGs named by the Kyoto Protocol: CO_2, N_2O, CH_4, HFCs, PFCs, SF_6 and NF_3.

The GHG inventory assesses emissions for the reporting period 01/01/2025 - 31/12/2025. This is the first year for which a GHG inventory has been compiled by Link Orthopaedics UK and, therefore, constitutes its base year - the reference point against which all future emissions reductions will be measured.

The boundary of the report includes all UK-based operations during the reporting period. An operational control approach [1] has been adopted, and emissions are categorised within the relevant Scope, as prescribed by the GHG Protocol.

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.

Greenhouse Gas Inventory - 01/01/2025 - 31/12/2025

Scope	Emissions category	**2025** (tCO_2e)
Scope 1	Stationary combustion	1.01
	Mobile combustion	-
	Fugitive emissions	-
	Process emissions	-
	Total - Scope 1	**1.01**
Scope 2	Purchased electricity (Market-based)	5.28
	Purchased electricity (Location-based)	2.22
	Purchased steam, heating & cooling	-
	Total - Scope 2 (Location-based)	**2.22**

Scope	Emissions category	2025 (tCO_2e)
Scope 3	Upstream transportation and distribution	87.18
	Waste generated in operations	1.31
	Business travel	206.63
	Employee commuting (including homeworking)	8.36
	Downstream transportation and distribution	-
	Total - Scope 3	**303.48**
Total		**306.71**

1. *A company has operational control over an operation if it, or one of its subsidiaries, has the full authority to introduce and implement its operating policies at the operation. Under the operational control approach, a company accounts for 100% of emissions from operations where it has operational control.*

2. *Scope 3 categories reported on include the required subset of Scope 3 emissions in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.*

Total emissions

306.71

tCO_2e

Revenue emissions intensity

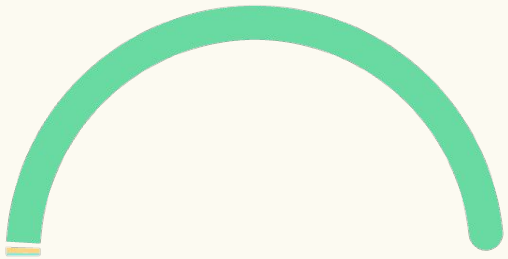
35.61

tCO_2e per £1m revenue

FTE emissions intensity

10.40

tCO_2e per FTE



Scope 1	1.01	tCO_2e
Scope 2	2.22	tCO_2e
Scope 3	303.48	tCO_2e

Scope 3 emissions by category

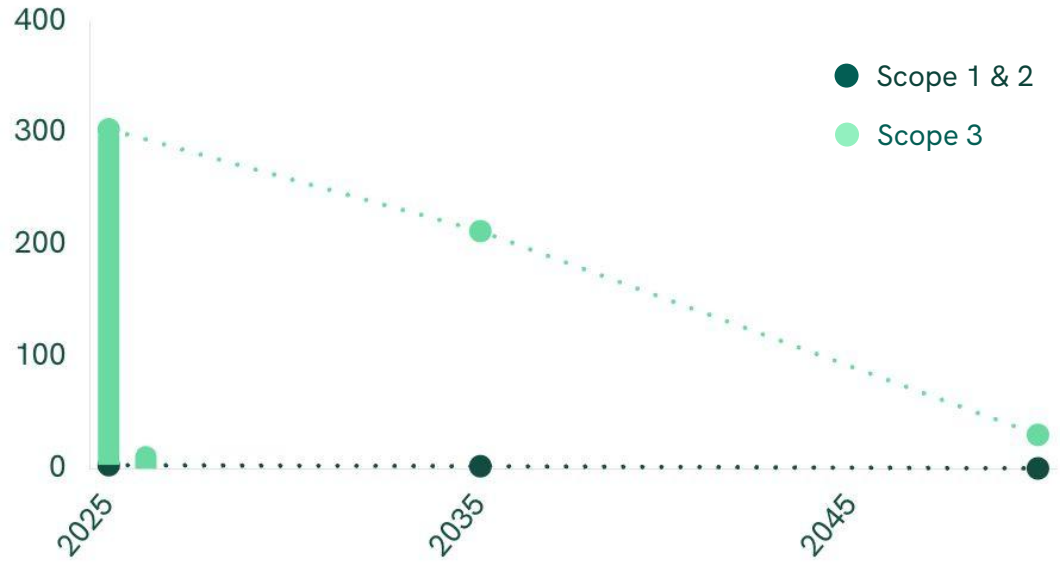


Upstream transportation and distribution	**87.18 tCO_2e**
Waste generated in operations	**1.31 tCO_2e**
Business travel	**206.63 tCO_2e**
Employee commuting (including homeworking)	**8.36 tCO_2e**
Downstream transportation and distribution	**- tCO_2e**

Emissions Reduction Targets

In alignment with the UK Government's 2050 Net Zero targets and global efforts to limit global warming and the worst effects of climate change, Link Orthopaedics UK is committed to achieving Net Zero emissions across the entire value chain (Scopes 1, 2, and 3) by 2050. Where possible, ambitious emissions reduction actions will be implemented to advance the achievement of Net Zero.

Link Orthopaedics UK's projected emissions reductions are charted to illustrate how progression towards these targets may look.



Emissions targets are referenced against a base year of 2025. Net Zero by 2050 entails achieving 90% emissions reductions across all Scopes with any residual emissions offset.

Proposed reduction initiatives

Link Orthopaedics UK is committed to embedding practices within its business to mitigate environmental impact. The following strategy outlines further decarbonisation interventions contributing to Link Orthopaedics UK's roadmap for achieving Net Zero across the entire value chain. Specific reference is given to emissions hotspots and priority areas identified within the emissions inventory published above. Interventions include both short and long-term actions dedicated to the pursuit of the overarching Net Zero ambition.

1 Measure and iterate on our emissions data

We are committed to building on the foundational work our first GHG emissions report, and furthering our collaboration with Ecologi, utilising their Ecologi Zero platform to measure our emissions and progress. This process has already enhanced our understanding of our environmental impact, allowing us to identify areas for emissions reductions and operational efficiency improvements. These insights will enable us to implement the progress necessary to monitor performance and assess the effectiveness of emissions reduction initiatives moving forward, supporting our goal of developing sustainable and transparent operations.

2 Improve energy efficiency & procure renewable electricity

We will look at a two-pronged approach to reduce our operational energy footprints: first by implementing energy efficiency measures to reduce overall electricity and natural gas consumption, and second by switching to a verifiable source of renewable energy.

To improve energy efficiency in the office and warehouse we will upgrade all lighting fixtures to LED models, and install motion sensor lighting controls and smart thermostats.

For the remaining electricity consumption, we will procure from a renewable energy provider through the purchase of REGO-certified renewable tariffs.

3 Introduce sustainable travel policies

Business travel is our largest emissions category, and air travel constitutes the predominant source of travel emissions. We will strive to reduce our travel footprints through the measures of extending the use of public transport and prioritising rail travel over short- and medium-haul flights wherever feasible. For long-distance air travel that is unavoidable, economy-class tickets will be prioritised over premium classes. The company will also promote the use of video conferencing and virtual collaboration tools as a default option to reduce the need for physical travel.

We will also enhance the data collection and management process for air, rail and hotel bookings to improve the quality of our travel emissions assessment with primary, activity-based data and obtain more meaningful insights to guide our future reduction efforts.

4 Engage with third-party logistics providers

Shipping is a significant contributor to our emissions, particularly due to international shipments and the use of conventional fuel-based transportation. While our parent company and its manufacturing centres are based in Germany, we will actively work with our parent company and their third-party logistics providers to implement lower-carbon alternatives for international shipments. This includes prioritising the use of electric and low-emission vehicles where infrastructure allows, improving inventory management and consolidating shipments to reduce the number of journeys, and assessing the feasibility of alternative low-carbon transport modes for final-mail deliveries.

By collaborating with our logistics partners, we aim to gradually transition towards more sustainable shipping solutions while maintaining operational efficiency.

5 Broaden GHG footprint scope

As we iterate on our annual emissions assessment, we are also looking to expand the coverage of the assessment to all Scope 3 categories relevant to our operations, particularly Purchased Goods and Services, Use of Sold Products and End-of-Life Treatment of Sold Products. This is not only to meet future PPN requirement for full Scope 3 disclosure, but also to help us develop a better understanding of our value chain impact.

As a specialist distributor of orthopaedic implants and surgical instruments, we recognise significant indirect emissions from the procurement of joint replacement products, the energy-intensive maintenance of reusable surgical sets, and the downstream management of clinical packaging and waste.

We will work with Ecologi to start collecting and modelling activity data across these areas and estimating emissions to identify hotspots and reduction opportunities throughout our value chain.

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 and use 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.

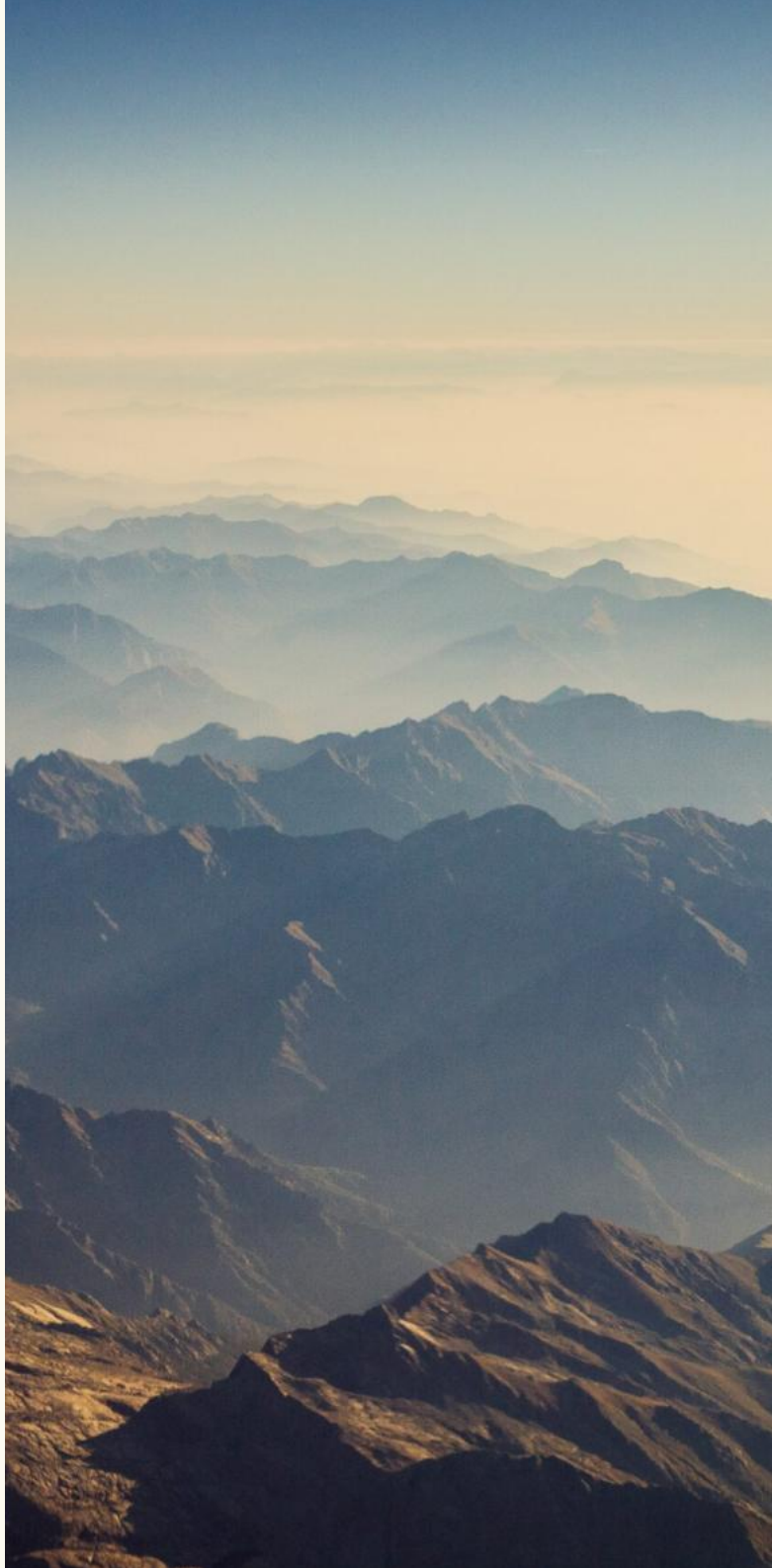
This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Link Orthopaedics UK

Richard Evans

Managing Director

Date: 29th April 2026



Ecologi

Thanks for your time.
We're here if you'd like to get in touch

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