



Carbon Reduction Plan

Client name: iRhythm Technologies Ltd (UK)

Company Registration Number: 10055682

Published date: July 2024

Commitment to achieving Net Zero

iRhythm Technologies UK Ltd is committed to achieving Net Zero emissions by 2045.

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. We have chosen our baseline year to be the Calendar Year 2022.

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| Baseline Year: 2022 |
| <p>The current reporting year (Calendar Year 2022) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements.</p> |

Current Emissions Reporting

| | |
|---|--|
| Reporting Year: 2022 | |
| <p>We have no scope 1 emissions, as we have no onsite gas, no company cars, no air conditioning refrigerant gas leaks and no process emissions.</p> | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 0.0 |
| Scope 2 | Market-based: 10.7 Location-based: 10.7 |
| Scope 3 including: <ul style="list-style-type: none"> ● Fuel & Energy Related Services ● Business Travel | 245.0 |

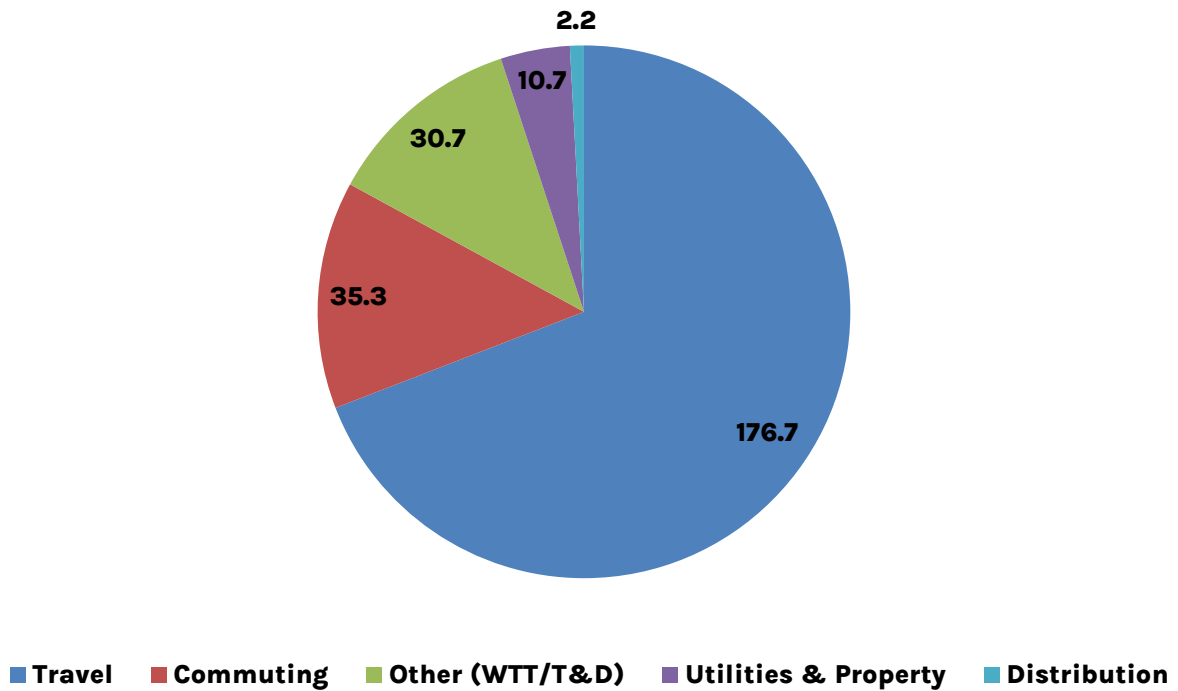


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|---|--|
| <ul style="list-style-type: none"> • Transportation & Distribution (Upstream & Downstream) • Employee Commuting & Homeworking • Operational Waste & Water • Leased Assets (Upstream & Downstream) | |
| <p>Total Emissions</p> | <p>Market-based: 255.6 Location-based: 255.6</p> |

Our total emissions equate to a Carbon Intensity Metric of **5.1 tCO₂e per UK full-time employee equivalent** (FTE) based on **50 FTEs** during the measurement period (using market-based emissions).

**Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.*

Measured Emissions by Category 2022 (tCO₂e)





Emissions reduction targets

IRhythm Technologies UK Ltd is committed to achieving Net Zero by 2045.

To achieve Net Zero we will need to reduce our absolute emissions by 90% from our baseline year and offset any residual emissions. To track our progress towards our long-term Net Zero target, we have also set some near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030.
 - Sustain sourcing of electricity supply from renewable energy provider
 - Partner with Global Workplace to explore sourcing of renewable energy for new building lease by 2029.
- Measure all scope 3 categories by 2025.
 - Reduce measured scope 3 emissions by 29.43% by 2030.
 - Define reduction targets by 2026.

Our long-term targets:

- Commitment to achieve net-zero emissions by 2045.
 - Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045.
 - Neutralise any residual emissions using verified carbon offsets.

Progress

There are no previous existing carbon emission reduction targets against which to report progress.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented and will be in effect when performing the contract.

| Activity | Completion Year | Scope |
|---|------------------------|--------------|
| Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations. | 2023 | 1,2,3 |
| Achieved a 75% landfill waste diversion rate. | 2023 | 3 |
| Created an ESG Steering Committee at enterprise level to lead initiatives. Decisions from the ESG Steer Co applies to all regional business entities including the iRhythm Technologies UK subsidiary. | 2022 | 1,2,3 |
| Procured 100% renewable energy | 2023 | 2 |



Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

| REDUCTION PLANS – Scope 1 & Scope 2 | | | | |
|-------------------------------------|---|-------------|----------------------------------|--|
| Activity No. | Activity | Target Date | % Reduction Target | Category |
| 1 | <p>Currently we do not have any Scope 1 emissions, and we intend to keep it this way. This means:</p> <ul style="list-style-type: none"> Partnering with Global Workplace to ensure new leases are with buildings with renewable energy. Ensuring any new company vehicles are electric vehicles. | - | - | Stationary Combustion Mobile Combustion |
| 2 | Sustain procuring 100% renewable electricity tariff. This change will reduce market-based emissions (from chosen tariff) from our site to 0 tCO ₂ e. | 2024 | 100% (market-based) | Purchased Electricity |
| 3 | Total location-based electricity emissions (National Grid energy mix) would still be 10.6 tCO ₂ e so there is an opportunity to reduce energy use. Partner with the EHS team to implement energy efficiency audits. | 2025 | % (location-based) | Purchased Electricity |
| 4 | Explore with landlord on opportunities for LEED certification for the building. If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero. | 2030 | 100% (location and market-based) | Purchased Electricity |
| 6 | Complete a climate risk assessment. | 2024 | - | |

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **0 tCO₂e** by 2030.



We also aim to implement the further initiatives below to reduce Scope 3 emissions:

| REDUCTION PLANS – Scope 3 | | | | |
|---------------------------|---|-------------|--------------------|---|
| Activity No. | Activity | Target Date | % Reduction Target | Category |
| 1 | ISO14001 certified by 2026. | 2026 | | All |
| 2 | <p>Commit to measuring the remaining Scope 3 categories, meaning that year’s carbon emissions measurement will be a full picture of iRhythm UK’s carbon impact.</p> <p>Most importantly, the largest missing categories are Purchased Goods & Services, and Capital Goods, meaning that once these are measured, reduction activities targeted at these categories will be able to be created.</p> | 2025 | - | Purchased Goods & Services Capital Goods (Downstream Leased Assets Franchises and Investments (all none)) |
| 3 | <p>Coordinate, establish and train a local site green team to foster spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.</p> | 2025 | 5% | Commuting & Home Working Business Travel |
| 4 | <p>Implement a supplier code of conduct at the enterprise level that covers environmental sustainability with direct suppliers.</p> <p>Encourage suppliers to adopt sustainable practices to improve their carbon footprint through supplier engagement, contracts, and monitoring reporting mechanisms.</p> <p>Explore requesting information (for example: through surveys) from suppliers by spend. The collection of GHG emissions from supplier will help identify suppliers that can help make bigger impact on the carbon footprint reduction roadmap, measurement of emissions in future years and also encourage supply chain integration towards Net Zero goal.</p> | 2027 | 20% | Purchased Goods & Services (yet to measure) |

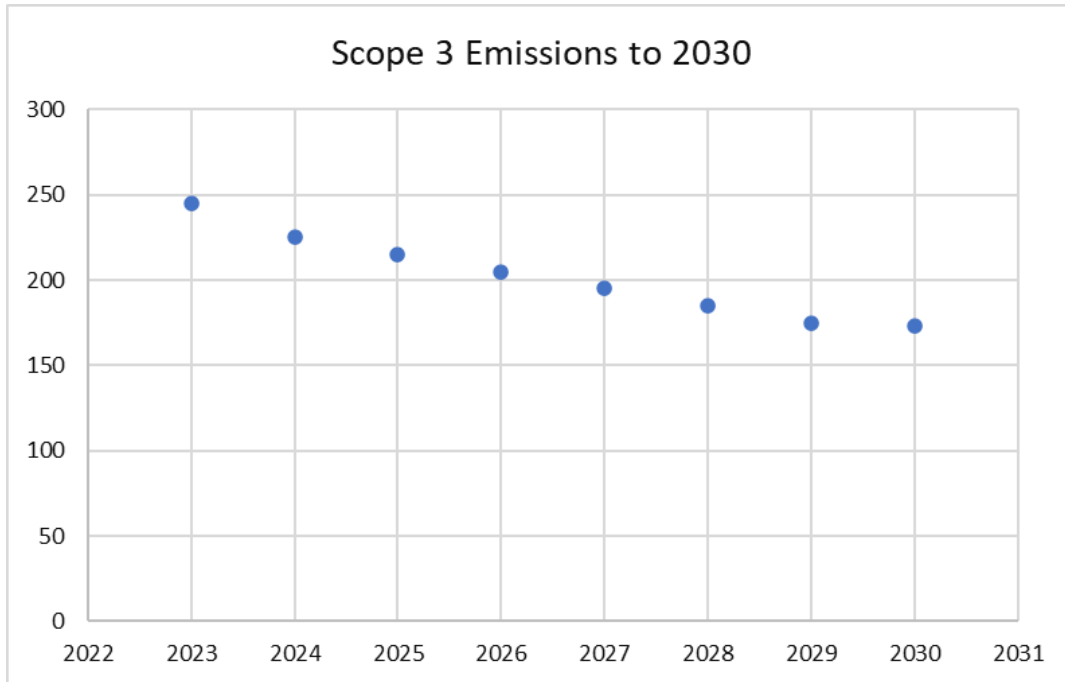


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|---|--|-------------|-----|--|
| | <p>Explore engagement with supplies to potentially create plans by suppliers to reduce their carbon footprint.</p> <p>Monitor to ensure new direct suppliers align to Net Zero by 2045.</p> | | | |
| 5 | | 2024 - 2030 | 20% | Upstream Distribution Downstream Distribution |
| 6 | <p>Develop and implement an iRhythm Technologies UK Ltd Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Explore solutions to cut down on air travel as a priority, such as:</p> <ul style="list-style-type: none"> • sending less people per trip • reducing frequency of trips by increasing the length of each trip • reducing frequency of trips by increasing digital communication • Evaluating the use of local talent for responsibilities currently done by travelling staff <p>Explore offerings to support workforce with options for active travel schemes, such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> • Digital communication • Walking and cycling • Public and shared transport • EV's and car sharing/clubs • ICE vehicles and car sharing/clubs • Air travel <p>Consider creative ways to engage and support iRhythm Technologies UK workforce to influence change.</p> <p>Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO₂e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, and equal mileage payments for diesel/petrol/EVs/cycling.</p> | 2030 | 40% | Business Travel Commuting |



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|--|---|------|----|-------|
| | Increase landfill diversion rate to 97% | 2025 | 5% | Waste |
|--|---|------|----|-------|

Based upon the above completed and planned initiatives, it is projected that (as a minimum) iRhythm Technologies UK Ltd Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of **245.0 tCO₂e** to **173.11 tCO₂e** by 2030. This is a reduction of **29.43%** and will keep us on track to Net Zero.





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 reporting².

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) Standard³.

This Carbon Management Plan has been reviewed and approved by iRhythm Technologies UK Ltd Executive Team.

Signed on behalf of iRhythm Technologies UK Ltd:

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Name: Sandrine Moirez

Position: Senior Vice President & International General Manager

Date: 6th May 2024

1 <https://ghgprotocol.org/corporate-standard>

2 <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

3 <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>