

Adora Digital Health Environmental, Social, and Governance (ESG) Policy

Our Policies in Action:

At Adora, we're not just talking about responsible business – we're living it, with clear policies on ESG, customer care, anti-slavery, and gender equality & inclusion that guide our every decision.

Introduction:

Adora Digital Health (Adora) is committed to conducting its business operations with a strong focus on environmental sustainability, social responsibility, and corporate governance.

As a digital healthtech company with a remote workforce, we recognize the importance of aligning our practices with the principles of Environmental, Social, and Governance (ESG) and contributing to a 1.5°C pathway. This policy outlines our commitment to creating a positive impact on society, minimizing our environmental footprint, and upholding high standards of corporate governance, including our commitment to achieving Net Zero greenhouse gas (GHG) emissions.

Environmental:

1. Energy Efficiency: Adora will reduce its Scope 1 and 2 GHG emissions from energy use. We will achieve this by:

- Implementing energy-efficient technologies in our operations, including cloud computing optimization and server efficiency.
- Encouraging remote workers to adopt energy-efficient practices in their home offices, such as using energy-saving devices, turning off equipment when not in use, and optimizing home thermostat settings. We provide our workforce with guidance on best practices.

2. Sustainable Practices: Adora is committed to minimizing its environmental impact by adopting sustainable business practices across our value chain.

- We will reduce paper consumption by implementing digital workflows and promoting paperless practices.
- We will prioritize the procurement of sustainable products and services, considering environmental impact, ethical sourcing, and life cycle assessments. We will develop a sustainable procurement policy by the end of 2025.

3. Carbon Footprint and Net Zero Commitment (Our Path to Net Zero):

- Adora is committed to understanding and reducing our impact on the environment, including our contribution to climate change.
- Our long-term goal is to achieve Net Zero GHG emissions across all relevant scopes (Scope 1, 2, and 3) by Year 2040, aligned with a 1.5°C pathway. We recognize this is an ambitious goal and commit to making consistent progress. We understand that our most significant emissions likely come from cloud computing, employee devices, software/digital services, and employee home offices. We will publicly report our annual GHG emissions and progress towards our targets, starting in 2027.
- We will consider adopting a formal reporting framework (like GRI or SASB) as our ESG program matures."

What we've done so far:

- We are a fully remote and paperless company with no company vehicles.
- We've started gathering information about the carbon footprint of our cloud provider, AWS.
- We've explored the sustainability initiatives of our key software providers, Cognigy.
- We've discussed energy-efficient home office practices with our team.
- We prioritize online meetings over travel.

Our Next Steps (Over the Next 1-2 Years):

- **Emissions Assessment:** We will complete an assessment of our Scope 1, 2, and 3 GHG emissions by end 2026, using the Greenhouse Gas Protocol as a guide. This will establish our baseline emissions. We will focus initially on the most relevant Scope 3 categories for our business, recognizing that data collection for some categories may take time to fully develop. Interim Target: Based on our emissions assessment, we will set an interim emissions reduction target for 2030 by the end of 2027. This target will be aligned with a 1.5°C pathway and will be made public.
- **Net Zero Roadmap (Initial Version):** We will create an initial version of our Net Zero roadmap by mid-2026. This roadmap will outline the key strategies we will pursue to

reduce our emissions, focusing on areas like cloud optimization and device management. It will be a living document and will be updated as we learn more.

Our Long-Term Commitment:

We will review our progress towards our Net Zero goal end of 2026. While we may not initially use a specific reporting framework, we will strive to be transparent about our emissions and reduction efforts. We will revisit our Net Zero roadmap and interim targets every 2-3 years) to ensure they remain ambitious and aligned with the latest climate science.

As our company grows and resources become available, we will explore setting science-based targets with the SBTi and adopting formal reporting frameworks.

We are committed to this journey and will adapt our approach as needed.

Scope 3 Emissions:

Adora will prioritize assessing and reducing Scope 3 emissions related to cloud computing, employee home office energy use, and purchased goods and services.

We recognize the challenges of Scope 3 data collection for a small company and will develop a plan to improve data collection over time.

Social:

1. Diversity and Inclusion: Adora will actively promote diversity and inclusion...

2. Employee Well-being: Adora is committed to ensuring the health and well-being of its remote workforce. We will provide resources and support and regular check in and wellbeing reviews. We encourage workers to switch off.

3. Community Engagement: Adora actively engages with and contributes to women's health communities both in UK and globally...

4. Adora is committed to aligning its ESG performance with leading standards and frameworks, including the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

Resource Allocation and Policy Ownership:

Adora will allocate appropriate resources to support the implementation of this ESG policy, including staff time and budget for data collection.

Kirsty Smith, Customer Ops Manager, is responsible for overseeing the implementation and review of this ESG policy, reporting to the CEO.

Adora recognizes that it is a small company and that its ESG journey will evolve. This policy will be implemented with a focus on continuous improvement and will be adapted as the company grows and more data becomes available.

This ESG policy will be regularly reviewed and updated at least bi-annually to reflect the evolving needs and goals of Adora, best practices, and advancements in climate science.

By implementing and adhering to these principles, we aim to contribute positively to the well-being of our employees, communities, and the environment while maintaining high standards of corporate governance and achieving our Net Zero commitment.

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