



Quotient
Sciences

Molecule
to cure.
Fast.™

2025

Environmental, Social & Governance Report

Reporting Period: 1 January - 31 December 2025

→ quotientsciences.com

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Foreword from our → Chief Executive Officer

2025 has been another year of meaningful progress for Quotient Sciences. As an integrated drug development and manufacturing accelerator, our purpose is to help our partners bring new medicines to patients faster and more efficiently. Through our Translational Pharmaceuticals® platform, reducing development timelines also reduces resource use, helping to minimise material consumption, energy demand and associated carbon emissions.



I would like to thank every colleague, partner and stakeholder who has contributed to this progress. There is more to do, and we approach 2026 with ambition, accountability and purpose.

Thierry Van Nieuwenhove
Chief Executive Officer

This year we took a significant step towards that purpose through our collaboration with Intrepid Labs, using their machine learning platform to support AI-guided formulation development. Combined with our Translational Pharmaceuticals® platform, this gives us the ability to explore formulation options more rapidly, use less drug substance in early development, and shorten development timelines – ultimately bringing new treatments to patients more quickly and efficiently.

As we reflect on the milestones in this report, I am proud of how our teams across the UK and the US are increasingly embedding sustainability into how we operate. Not as a compliance exercise, but as a practical outcome of how we innovate, collaborate and deliver for our customers.

Our environmental performance reflects sustained effort and commitment. Our total greenhouse gas footprint fell to 17,610 tCO₂e – a 13% reduction from 2024. This improvement was supported by enhanced data granularity, improved data quality and a continued shift towards a more accurate emissions inventory, with 90% now based on actual data (up from 81.2% last year). As a result, our 2025 figures represent our most comprehensive and credible emissions inventory to date.

Our people remain our greatest asset. We now employ approximately 1,100 colleagues globally, with women representing 55% of our workforce. We have made strong progress on gender equity across the organisation, and I am pleased to report that 30% of our Executive Management team are women. We launched our first Global DEI Strategy Group, completed our global demographic data collection, and introduced the Let's Talk conversation series to support the inclusive, open culture we continue to build.

Consistent with our commitment to colleague growth, we continued to invest in learning and development, delivering more than 3,000 hours of instructor-led training and refining and expanding our three structured learning collections spanning business and scientific excellence, leadership and personal effectiveness skills.

Beyond our own walls, colleagues continued to make a positive impact in the communities where they live and work, volunteering their time to causes close to home – from school supply drives to supporting food banks, as well as science festivals, careers events and work experience placements.

In health, safety and wellbeing, our safety culture continues to strengthen. Zero reportable incidents in 2025 is a result we are proud of. Our UK mental health first aider network, World Mental Health Day program and comprehensive benefits package reflect our belief that a healthy workforce underpins a high-performing organisation.

On governance and procurement, we continue to embed sustainability into how we do business and engage with our suppliers. Over the past year, we have maintained our focus on supplier engagement through our ESG questionnaire and ensured all global buyers have completed sustainable procurement training – important foundations for building a more resilient and responsible supply chain.

Our progress was recognised externally during the year, including being named a winner at the 2025 CDMO Leadership Awards in the Small Molecule Dosage Form – Global category, alongside being awarded the EcoVadis Silver rating and participating in the CDP Climate questionnaire. These external recognitions and assessments both validate our progress and highlight areas for continued improvement.

Who We Are

Accelerating medicines to patients — faster and more efficiently.

Quotient Sciences is a drug development and manufacturing accelerator, providing integrated services across the entire development pathway. By bringing activities together, we simplify complexity and enable faster, more efficient progression from molecule to medicine.

Our Approach

We cut through traditional silos in drug development to deliver across a range of capabilities. Through our Translational Pharmaceuticals® platform, we integrate formulation, clinical testing and manufacturing – reducing development timelines, minimizing rework and enabling better use of resources.

Our science, agility and culture combine to help our partners move with confidence and speed, while reducing the time, materials and effort required to bring new therapies to market.

Our Manifesto

Everything we do is driven by an unswerving belief that ideas need to become solutions – and molecules need to become cures, fast.

We work in close partnership with our customers, applying deep scientific expertise and a collaborative mindset to solve complex challenges and accelerate progress.

Because ultimately, delivering treatments faster is not only better for our partners – it is better for patients.

Our Approach to Sustainability

Quotient Sciences' approach to sustainability is closely aligned with our purpose to help our pharma and biotech partners bring new medicines to patients faster and more efficiently.

Our ESG strategy is organised around five interconnected commitments that reflect our most significant impacts and stakeholder expectations. Each commitment maps to the United Nations Sustainable Development Goals most relevant to our business and stakeholders, linking our strategy to globally recognised sustainability priorities. See page 41.

By integrating environmental, social and governance considerations into how we operate and innovate, we are not only reducing our impact, but strengthening the long-term resilience and effectiveness of our business.

Our approach is grounded in practical action – from improving resource efficiency across development, to investing in our people and engaging responsibly across our supply chain – ensuring that our growth delivers value for patients, partners, colleagues and communities.

1

Creating a safe, diverse and inclusive workplace

Building a culture where every colleague can thrive, supported by strong safety performance, inclusive practices and continued investment in learning and development.

2

Reducing our environmental impact

Minimising our greenhouse gas footprint and resource use through operational efficiency, improved data and sustainable laboratory and manufacturing practices.

3

Positively impacting our communities

Supporting education, STEM engagement and local initiatives that inspire future talent and strengthen the communities in which we operate.

4

Conducting business in an ethical and compliant manner

Maintaining strong governance, ethics and compliance frameworks that ensure responsible decision-making and build trust with stakeholders.

5

Working with suppliers that share our sustainability goals

Engaging with suppliers to promote ESG standards, strengthen transparency and build a more resilient and responsible value chain.

Sustainability Governance

Board of Directors

Oversees Quotient Sciences' overall sustainability strategy.



Kelly Rhys-Jones

Chief People Officer

- › Executive sponsor of Quotient Sciences ESG program
- › Integrates sustainability into people, culture and operations strategy
- › Engages the Board, ELT and senior stakeholders on ESG performance



Victoria Hustler

Executive Director, Legal Affairs & ESG Lead

- › Leads ESG strategy, reporting and external disclosure
- › Drives governance framework and stakeholder engagement
- › Chairs the ESG Steering Committee



ESG Steering Committee | Meets Quarterly

Provides strategic direction and cross-functional oversight of Quotient Sciences ESG objectives, initiatives and reporting. Sets objectives and reviews performance against objectives.

- › Victoria Hustler (Chair)
- › Kelly Rhys-Jones
- › Colin Bell (Group Director, Procurement)
- › Site heads (all sites)
- › Nominated Site ESG colleague (per site)



Site-level ESG Working Groups

Drive delivery and performance of site ESG initiatives. Operationalise decarbonisation and sustainability commitments, coordinate local stakeholder engagement, and report progress to the Steering Committee.

Our ESG governance framework ensures clear accountability, oversight and integration of sustainability across the organisation. Governance begins at Board level and is underpinned by defined roles, cross-functional collaboration and site-level engagement to support effective delivery against our ESG priorities.



Victoria Hustler

Executive Director, Legal Affairs & ESG Lead

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Materiality Assessment

Understanding and prioritising the sustainability issues most relevant to Quotient Sciences is essential to ensuring that our ESG strategy addresses the areas of greatest significance to our business and stakeholders.

In 2025, we refined our materiality assessment to better reflect the evolving expectations placed on life sciences organisations, including customer requirements, investor interest, regulatory developments and the wider impacts of our operations and value chain. Our assessment considered both impact materiality – the effects of our activities on people, society and the environment – and financial materiality – the sustainability risks and opportunities most likely to influence business resilience, operational performance and long-term value creation.

Our assessment was informed by stakeholder engagement, internal subject matter expertise, peer benchmarking and a review of our operational footprint across the organisation and supply chain. This process helps ensure that our reporting remains focused on the issues that matter most – not only to Quotient Sciences, but also to the colleagues, customers, suppliers, communities and partners who depend on us.

As a result, we identified the material topics to the right as the priority areas for our 2025 ESG strategy and reporting.

High priority topics including climate, colleague safety, ethics and compliance, data security, and responsible supply chain management represent the areas of greatest combined impact and risk for Quotient Sciences.

High Priority

GHG Emissions & Climate Change

Our environmental footprint is a key area of stakeholder focus and a priority for long-term operational resilience.

High Priority

Energy Management

Energy consumption is a significant operational issue across our sites and a core driver of emissions reduction.

High Priority

Colleague Health, Safety & Wellbeing

Protecting colleagues and maintaining safe operations is fundamental to our business and culture.

High Priority

Diversity, Equity & Inclusion

An inclusive, equitable workplace supports talent, innovation and long-term organisational strength.

High Priority

Ethics, Compliance & Business Conduct

Strong ethical standards and compliance are essential in a highly regulated sector to underpin stakeholder trust.

High Priority

Data Privacy, Cybersecurity and Responsible Use of Technology

Protecting sensitive information and maintaining secure, responsible use of AI and systems is increasingly critical to our business and stakeholders.

High Priority

Responsible Supply Chain & Ethical Sourcing

A significant portion of our impact sits within our supply chain, making supplier engagement and responsible sourcing central to our ESG approach.

Medium Priority

Learning & Development

Building colleague capability supports scientific excellence, leadership strength and future readiness.

Medium Priority

Waste, Materials & Resource Use

Efficient use of materials and responsible waste management remain important operational priorities.

Medium Priority

Water Stewardship

Water is an important operational resource across our sites, requiring continued oversight and improvement.

Medium Priority

Community Impact & STEM Outreach

Supporting the communities in which we operate helps strengthen local relationships and inspire future talent.

Emerging Priority

Biodiversity & Nature

Currently a less direct operational issue, however biodiversity is an increasingly important area of stakeholder and regulatory focus.

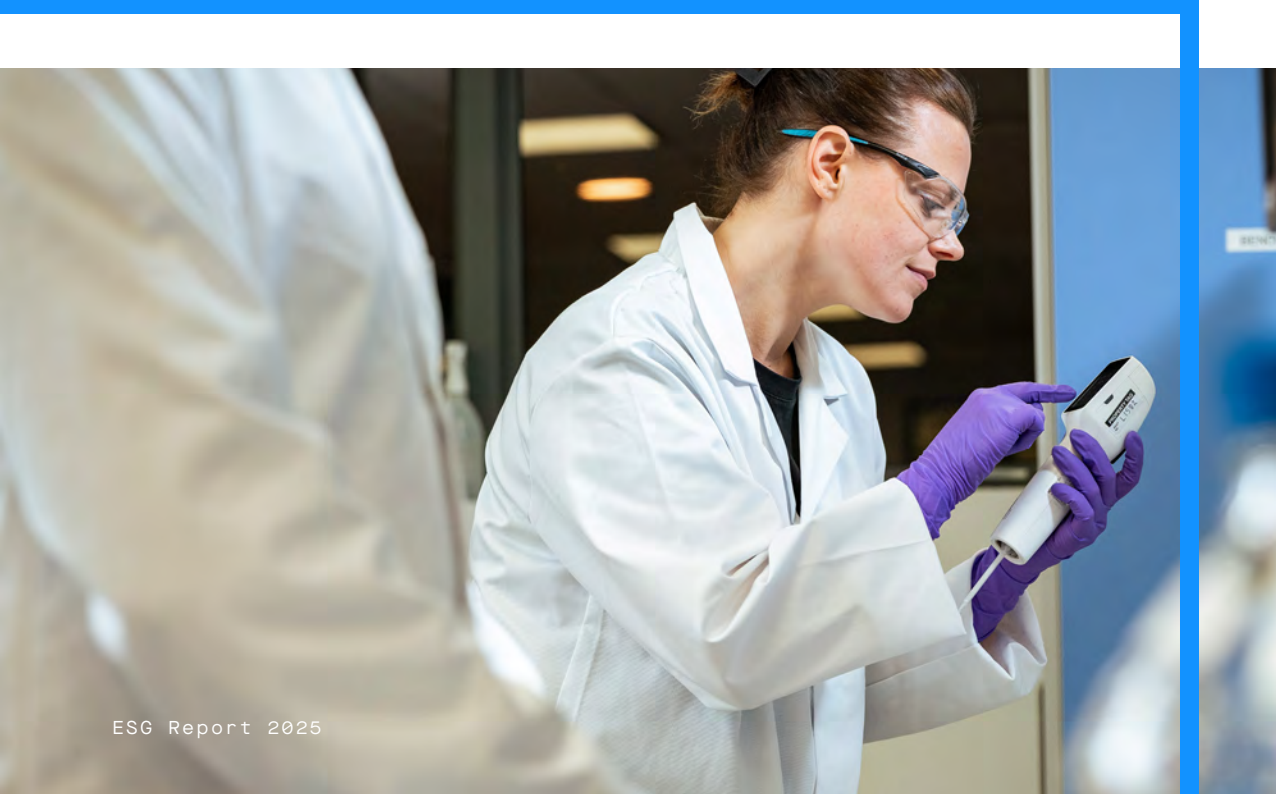
Materiality Assessment

How materiality shapes our report

These material topics directly shape our ESG strategy, the structure of this report, and the priorities we have set for 2026 and beyond.

Topics assessed as highly material form the core focus of our governance, investment and performance reporting.

This reflects our view that sustainability at Quotient Sciences is not limited to environmental performance alone. It also depends on how we protect people, manage risk, uphold trust and operate responsibly across our value chain.



Frameworks and alignment

Our sustainability strategy and reporting are informed by well-established frameworks and external standards, ensuring alignment with recognised best practice and supporting transparent, decision-useful disclosures for stakeholders.

> Global Reporting Initiative (GRI)

This report is prepared in accordance with the GRI Standards 2021, providing a structured and globally recognised approach to sustainability reporting. The GRI Content Index on page 42 maps each disclosure to the relevant section of this report.

> Science Based Targets initiative (SBTi)

We have committed to setting science-aligned emissions reduction targets and are exploring SBTi validation as a priority for 2026.

> United Nations Global Compact (UNGC)

Quotient Sciences has been a signatory to the UN Global Compact since 20 January 2025 and publishes an annual Communication on Progress through the UNGC portal.

> United Nations Sustainable Development Goals (UN SDGs)

Our strategy is aligned to the SDGs most relevant to our business; see page 41 for further detail on where we believe we can have the greatest impact.

Environment

Protecting the environment is a core priority for Quotient Sciences and a key component of our ESG strategy. As a life sciences organisation operating energy-intensive laboratory, manufacturing and clinical environments, we focus on reducing our greenhouse gas footprint, improving resource efficiency and minimising environmental impacts across our operations and value chain.

2025 Highlights

17,610 tCO₂e

Total greenhouse gas emissions
13% reduction versus 2024

12,812,039 kWh

Electricity consumed across global operations

100%

Renewable electricity procurement coverage across UK and US operations through renewable electricity tariffs and Renewable Energy Certificates (RECs).

KPI	2023	2024	2025
Total GHG Emissions (tCO ₂ e)	9,759	20,326	17,610
Scope 1 Emissions (tCO ₂ e)	2,234	2,368	2,451
Scope 2 Emissions Location Based (tCO ₂ e)	2,042	3,687	3,367
Scope 3 Emissions (tCO ₂ e)	5,482	14,271	11,792
Electricity Consumption (kWh)	13,050,863	12,740,173	12,812,039
Energy Consumption (kWh)	N/A	25,416,692	25,942,643
Renewable Electricity Procurement Coverage (%)	51.1%	51.0%	100%
Water Consumption (m ³)	32,350	26,021	26,373
Waste Generated (tonnes)	308	573	607
Material Environmental Incidents	0	0	0

Environment

Greenhouse Gas Emissions

Our 2025 GHG inventory was prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, using an Operational Control approach to define organisational boundaries. The inventory covers all five operating sites. 90% of the data used is primary (actual) data.

Climate change and energy use are among the most material issues for our business, reflecting both our operational footprint and increasing stakeholder expectations, including client requirements, regulatory developments and future science-based target commitments.

2024 Total GHG footprint

20,326 tCO₂e

2025 Total GHG footprint

17,610 tCO₂e

13%
reduction from 2024

Environment

Electricity Consumption

Total electricity consumption in 2025 was 12,650,329 kWh, broadly stable compared to 12,740,173 kWh in 2024.

Our electricity consumption has reduced significantly since 2021, when total consumption stood at 18,091,568 kWh, reflecting both operational efficiencies and improvements in data quality and coverage over the reporting period.

100% of electricity consumed across our UK and US operations is sourced from renewable sources. In the US, this is procured via Renewable Energy Certificates (RECs), and in the UK via our renewable energy tariff.

FTE Intensity

2024 per FTE:
19.07 tCO₂e

2025 per FTE:
17.16 tCO₂e

Total Electricity Consumption

2021
18,091,568 kWh

2022
12,665,032 kWh

2023
13,050,863 kWh

2024
12,740,173 kWh

2025
12,812,039 kWh

Environment

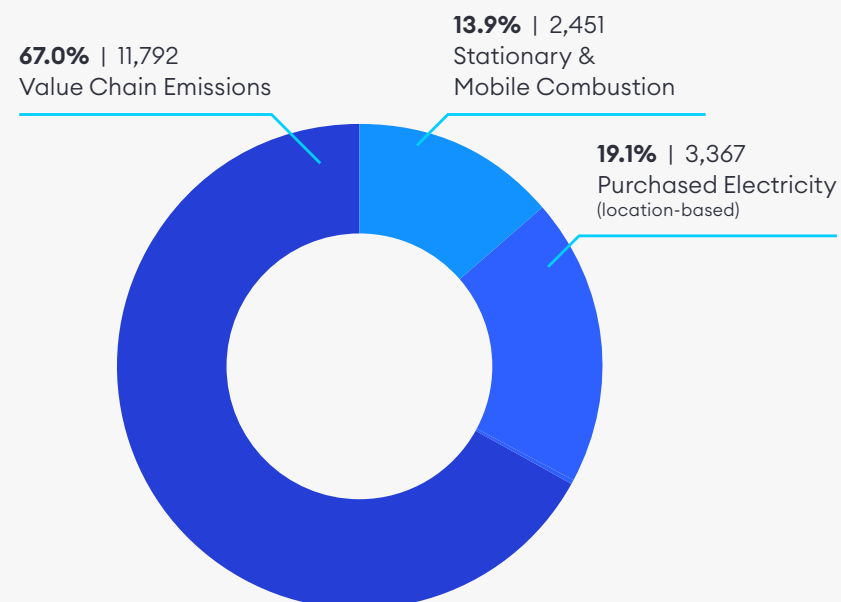
Emissions by Scope

Our emissions profile is dominated by Scope 3 emissions, particularly purchased goods and services, which reflects the nature of our business model. Our decarbonisation strategy is therefore focused on a combination of operational efficiency, renewable electricity procurement and long-term engagement with suppliers to reduce value chain emissions.

The reduction in emissions in 2025 was driven primarily by decreases in Scope 3 categories, including purchased goods and services and colleague commuting, alongside reductions in purchased electricity. These changes reflect both improved data accuracy and targeted operational efficiencies across our sites.

Scope	2024 tCO ₂ e	2025 tCO ₂ e	Change	Change tCO ₂ e
Scope 1				
Stationary & Mobile Combustion	2,368	2,451	+ 3.5%	+ 83
Scope 2				
Purchased Electricity (location-based)	3,687	3,367	- 8.7%	- 320
Scope 3				
Value Chain Emissions	14,271	11,792	- 17.4%	- 2,479
Total	20,326	17,610	- 13.4%	- 2,716

Locations-Based Emissions by Scope 2025



Environment

Scope 3 Emissions

Scope 3 emissions represent the largest component of our carbon footprint, accounting for 67% of our total location-based emissions in 2025.

Effectively managing our value chain emissions is therefore central to our decarbonisation strategy. Our Scope 3 inventory is prepared in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and covers all categories relevant to our operations. Categories assessed as not applicable – including upstream leased assets, processing of sold products, use of sold products, downstream leased assets, franchises and investments – have been excluded on the basis that no material activity exists in these areas.

Category	tCO ₂ e 2024	tCO ₂ e 2025	Change	Methodology
1. Purchased Goods & Services	9,051	7,218	-20%	Spend-based, actual GBP/USD data
2. Capital Goods	639	615	-4%	Spend-based, actual GBP/USD data
3. Fuel & Energy-Related Activities	1,347	1,351	-0.3%	Based on actual energy consumption data
4. Upstream Transportation & Distribution	209	141	-32%	Actual courier data (tonne.km & direct CO ₂ e)
5. Waste Generated in Operations	92	160	+74%	Actual waste tonnage data
6. Business Travel	954	726	-24%	Actual travel data (passenger.km, hotels, car hire)
7. Employee Commuting	1,970	1,575	-20%	Estimated based on FTE & commuting distance
8. Upstream Leased Assets	N/A	N/A	N/A	
9. Downstream Transportation & Distribution	3	5	+38%	Estimated tonne.km
10. Processing of Sold Products	N/A	N/A	N/A	
11. Use of Sold Products	N/A	N/A	N/A	
12. End-of-Life Treatment of Sold Products	4	1	-66%	Estimated packaging volumes
13. Downstream Leased Assets	N/A	N/A	N/A	
14. Franchises	N/A	N/A	N/A	
15. Investments	N/A	N/A	N/A	
Total	14,271	11,792	-17%	

Purchased Goods & Services (Cat. 1 — 41% of total footprint)

This remains our single largest emission source, reflecting the nature of our business as an integrated drug development and manufacturing accelerator with significant procurement activity across laboratory consumables, specialist materials and professional services. In 2025, emissions from this category fell by 20% to 7,218 tCO₂e, driven by improved spend categorisation methodology which enabled more accurate allocation of expenditure to emissions factors. Total actual spend data in GBP and USD was used as the primary activity input. Reducing Cat. 1 emissions over the longer term requires deeper supplier engagement and improved primary data from key suppliers – both of which are priorities for 2026.

Business Travel (Cat. 6)

Business travel emissions fell by 24% in 2025 to 726 tCO₂e, from 954 tCO₂e in 2024. This reduction reflects both improved data quality from travel suppliers and a continued shift towards more considered travel behaviours across our global teams. Air travel remains the primary contributor within this category. We continue to monitor travel activity at site level and encourage lower-carbon alternatives where operationally feasible.

Employee Commuting (Cat. 7)

Employee commuting emissions decreased by 20% to 1,575 tCO₂e in 2025. This reflects a reduction in average commuting distance across a similar number of FTEs compared to the prior year. Commuting data is estimated using an Anthesis-modelled approach based on FTE numbers and regional commuting patterns. Homeworking emissions are also captured within this category.

Waste Generated in Operations (Cat. 5)

Waste emissions increased by 74% to 160 tCO₂e in 2025, reflecting a significant increase in actual waste volumes recorded across our sites. Total waste generated was 607 metric tonnes. Waste management in a pharmaceutical environment presents inherent constraints – including the need for controlled handling of hazardous and regulated waste streams, and regulatory limits on reuse and recycling of certain materials. We are working to improve waste data granularity, including a breakdown by disposal route, to support more targeted reduction efforts in future years.

Environment

Managing Scope 3 Going Forward

Our 2026 priorities for Scope 3 management include progressing towards science-based emissions targets, improving data maturity in Category 1, deepening supplier engagement and extending our ESG questionnaire program to a broader proportion of our supply base.

As primary supplier data improves, we expect to move progressively away from spend-based estimation towards more granular, activity-based calculations – improving both the accuracy and credibility of our Scope 3 inventory over time.



Environment

Top Emission Sources

% of Total Footprint

Scope	Category	% of Total	tCO ₂ e
Purchased Goods & Services	Scope 3 Cat 1	41.0%	7,218
Purchased Electricity	Scope 2	19.1%	3,367
Stationary Combustion (natural gas)	Scope 1	13.8%	2,436
Colleague Commuting	Scope 3 Cat 7	8.9%	1,575
All other emissions sources across all scopes	Scope 3	17.1%	3,014

Our decarbonisation plan identifies renewable electricity procurement as the most immediate and effective lever for reducing Scope 2 emissions, alongside energy efficiency improvements across our sites. Over the longer term, supplier engagement and electrification of heating systems will be critical to achieving sustained emissions reductions.

Top Emission Sources

41.0%

Purchased Goods & Services

19.1%

Purchased Electricity

13.8%

Stationary Combustion

8.9%

Employee Commuting

17.1%

All other categories

Environment

Energy Efficiency Initiatives

Energy efficiency remains a key lever for emissions reduction across our sites.

During 2025, Quotient Sciences continued to invest in energy reduction across its site portfolio:

- > LED lighting upgrades across laboratory and office spaces
- > HVAC optimisation programs reducing heating and cooling energy intensity
- > Enhanced building management systems
- > My Green Lab ambassador program embedded across all UK and US laboratory environments, promoting sustainable lab practices

Business travel emissions reduced by 24% in 2025, from 954 tCO₂e to 726 tCO₂e.

Business travel accounts for a relatively small proportion of our overall footprint compared to Scope 3 categories such as purchased goods and services; however, it remains an area where operational and behavioural changes can support emissions reduction.

Managing Scope 3 emissions

Given the scale of Scope 3 emissions within our footprint, effective management requires a structured approach extending beyond our direct operations.

In 2025, we focused on improving data quality, strengthening visibility of emissions drivers and embedding sustainability considerations into procurement processes. These actions support more informed decision-making and provide a stronger foundation for future emissions reduction.

In addition to supply chain engagement, certain Scope 3 categories are influenced by operational practices and colleague behaviour, including business travel and commuting. These areas provide opportunities to support emissions reduction through improved visibility and lower-impact ways of working.

Managing Scope 3 emissions remains a key priority as we progress towards science-based targets, with a continued focus on data maturity, supplier engagement and targeted operational improvements.



Environment



My Green Lab (MGL) is a global initiative focused on improving the environmental sustainability of laboratory operations through practical, science-based approaches. It supports laboratories in reducing energy, water and waste, and promotes a collaborative, continuous improvement approach to sustainable laboratory practices.

Quotient Sciences is a My Green Lab partner. In 2025, a number of colleagues across our sites were trained as My Green Lab ambassadors, supporting engagement and awareness of more sustainable laboratory practices.



Activities associated with the program included:

- > Promoting equipment power management practices to reduce unnecessary energy use
- > Encouraging more efficient fume hood operation
- > Increasing awareness of the environmental impact of laboratory purchasing decisions
- > Supporting site-level engagement through awareness sessions and local initiatives

My Green Lab contributes to the integration of sustainability into laboratory operations by encouraging consistent behaviours and improving awareness of resource use. It forms part of our broader approach to reducing environmental impact across scientific activities.

Environment

Water Stewardship

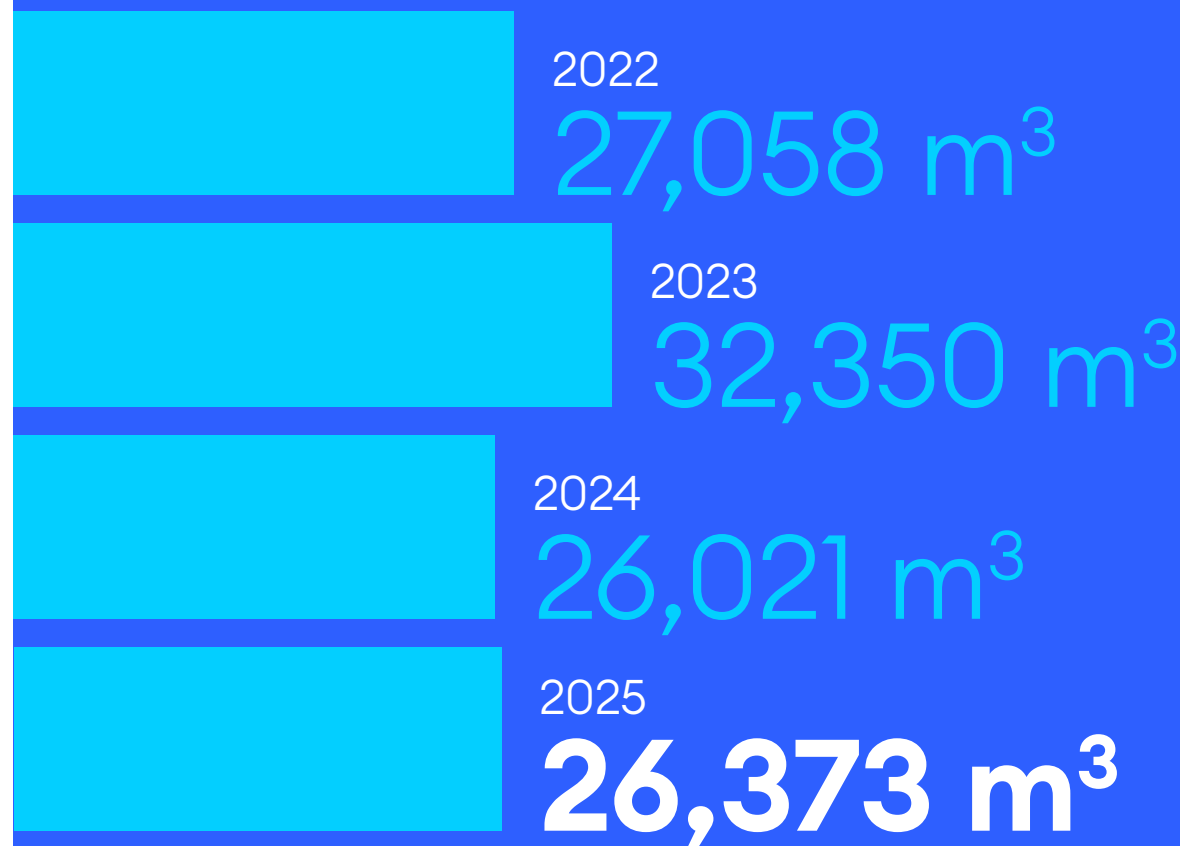
Although water is not currently one of our highest-impact environmental topics, it remains an important operational resource across our laboratory and manufacturing activities. It is used in processes including manufacturing, cleaning, cooling and wastewater management, particularly where active pharmaceutical ingredients (APIs) are handled.

Our approach focuses on efficient use, accurate monitoring and responsible management. Water use is monitored at site level, supported by process optimisation and Standard Operating Procedures governing the handling and disposal of wastewater. All wastewater is treated and disposed of in accordance with applicable regulatory requirements across the UK and US.

Water consumption is tracked across our principal operating sites and varies depending on operational activity, including manufacturing campaigns and laboratory workloads. The highest volumes are typically associated with manufacturing and laboratory-intensive sites.

Data coverage continues to improve, although some locations with landlord-controlled utilities do not yet have full visibility of consumption. This remains an area of ongoing development.

Total Water Consumption



Water management in a pharmaceutical environment presents inherent constraints, including the need for high-purity water, strict regulatory requirements for wastewater treatment, and limited opportunities for reuse. As a result, our focus is on efficiency and responsible management rather than absolute reduction.

We will continue to strengthen data quality, expand metering coverage and identify targeted opportunities to improve water efficiency over time.

Environment

Waste Management

In 2025, Quotient Sciences generated approximately 607 metric tonnes of waste across its global operations. Waste is managed at site level through licensed waste contractors in both the UK and US, with streams segregated at source where operationally practicable.

2023 Approximate Waste
308 metric tonnes

2024 Approximate Waste
573 metric tonnes

2025 Approximate Waste
607 metric tonnes

Waste is diverted from landfill where possible through recycling and energy recovery. Landfill waste arises primarily at our Philadelphia and Miami sites, reflecting local infrastructure constraints and the nature of operational activity at those locations.

Our 2024 waste figure has been restated following a review of underlying site data. This reflects our broader commitment to improving data accuracy and granularity across all ESG metrics, as referenced in our 2026 priorities.

Waste management in a pharmaceutical environment presents inherent challenges. Hazardous and regulated waste streams require controlled treatment and disposal, single-use materials are frequently necessary to maintain product quality and patient safety, and regulatory requirements can limit reuse and recycling opportunities for certain material types. As a result, our focus is on prevention, material efficiency and responsible disposal, rather than recycling volumes alone.



Data confidence and comparability

Our 2024 waste figure has been restated. Following a review of underlying site data, we identified that the originally reported figure did not accurately reflect waste generated at our US sites. We have since strengthened our data verification process for 2025 reporting, and this remains an area of active focus: our UK sites (Nottingham, Reading, Alnwick) currently operate more established waste-tracking processes with contractor-verified tonnage, whilst our US sites (Philadelphia, Miami) are subject to increased scrutiny as we continue to improve data granularity across all sites in 2026.

Environment

Biodiversity

Quotient Sciences recognises the growing importance of biodiversity within the broader sustainability agenda. Although our direct operational footprint is limited, we acknowledge the potential indirect impacts of our activities through land use and our wider supply chain.

Our current approach focuses on managing local impacts and integrating biodiversity considerations into site management and development activities.

- › Alnwick and Nottingham sites have introduced landscaping initiatives designed to support local biodiversity, including habitats for pollinators
- › Biodiversity considerations are incorporated into site development and planning processes
- › We are monitoring the development of the Taskforce on Nature-related Financial Disclosures (TNFD) framework and will strengthen our nature-related disclosures over time



As expectations around biodiversity and nature-related disclosures continue to evolve, we will further develop our understanding of biodiversity impacts and enhance our reporting accordingly.

Colleague Health & Safety

The safety and wellbeing of every person working at Quotient Sciences is non-negotiable. Our EHS management system is built on a culture of prevention, observation and continuous improvement – empowering all colleagues to identify and eliminate hazards before incidents occur.

0

OSHA / HSE
reportable incidents

0

Fatalities in 2025

2025 EHS Performance Summary

Metric	2024	2025
Fatalities	0	0
OSHA / HSE reportable incidents	0	0
Lost Time Incidents (LTIs)	1	3
Lost Days (total from LTIs)	15	204
Work-Related Accidents	66	74
Safety Observations submitted	1,311	1,962

Lost days increased in 2025. The majority of these lost days relate to one incident.

The 1,962 safety observations submitted across our global network in 2025 reflect the strength of our proactive safety culture. Observations are reviewed at site level and escalated where systemic risks are identified, driving targeted corrective actions. This reflects an increased focus on proactive risk identification and prevention, with observations forming a key input to site-level continuous improvement processes.

EHS Training

EHS training remains a core element of our people development calendar. All colleagues complete mandatory EHS induction and refresher training modules, with specialist training provided for laboratory, manufacturing and facilities roles. Monthly EHS training participation is tracked at site level, with results reported to site leadership and the global EHS function. In 2025, our sites maintained consistently strong participation in mandatory EHS training, supporting a safe working environment and reinforcing expected behaviours across laboratory, manufacturing and operational teams.

We continue to strengthen our EHS data maturity and reporting, including expanding year-on-year comparability of key safety metrics.

2025 Global EHS Training Participation

Jan 79%	Feb 82%	Mar 81%	Apr 93%
May 86%	Jun 87%	Jul 89%	Aug 77%
Sep 68%	Oct 87%	Nov 92%	Dec 84%

Training participation continued to track consistently above 70% throughout 2025.

Diversity, Equity & Inclusion

At Quotient Sciences, diversity, equity, and inclusion remain central to how we build our culture and how we support our colleagues globally.

Our belief is simple: when people feel comfortable, heard, and valued, they can contribute their best. As a global organisation, we draw strength from the diversity of thought, experience, and background within our teams.

Strengthening Our DEI Framework

This year, we introduced a more structured, organisation wide approach to DEI to strengthen accountability, inclusivity, and meaningful action.

Two core groups now support the consistent delivery of our DEI strategy and ensure colleagues actively participate:

DEI Strategy Group

Leads our organisation wide inclusion strategy and priorities, ensuring we remain focused, aligned, and accountable.

Core DEI Colleague Group

A global, colleague led community that helps deliver our DEI strategy and priorities. This group champions inclusion, amplifies colleague voices, and provides valuable feedback to help shape our DEI actions.

Embedding Inclusion in Everyday Moments

We continue to emphasise that inclusion is built not only through initiatives but through everyday behaviours. This includes:

- > How we listen, respond, and support one another
- > How decisions are made within teams
- > How we handle moments that matter - big or small

Every colleague is empowered to play their part, and we continue to reinforce this through training, leadership behaviours, and communication.

During 2025, our learning and awareness programmes continued providing colleagues with the tools and confidence to contribute to an inclusive workplace, which included the introduction of our new Let's Talk series.

Understanding Our Workforce:

Completion of Our Demographic Data Project

This year, we successfully completed the collection of global workforce demographic data - one of our key DEI 2025 priorities. This milestone gives us a stronger foundation to understand our organisation and accelerate meaningful progress. The data now enables us to:

- > Deepen our understanding of the diversity across our workforce
- > Identify representation gaps and areas that need focused attention
- > Design and deliver more targeted, impactful DEI initiatives
- > Enhance inclusive hiring, development, and progression practices
- > Track our progress over time with greater clarity and consistency

These insights will shape the next phase of our DEI journey, ensuring our actions remain evidence led, purposeful, and meaningful to our people.

Diversity, Equity & Inclusion

Let's Talk Series

Let's Talk is a DEI-focused conversation series launched in 2025.

It was inspired directly by colleague feedback gathered through the suggestions section of our Creating an Inclusive Workplace training, completed by all colleagues in 2024.

Why was the Let's Talk series created?

Colleagues shared thoughtful ideas on how Quotient could further strengthen its culture of inclusion. They highlighted key topics and behaviours that they believed were essential to building and sustaining a truly inclusive environment. Let's Talk was created in response to that feedback.

What is the aim of the Let's Talk series?

The series aims to demonstrate Quotient's commitment to DEI by reinforcing and expanding the organisation's focus on inclusion. It provides a structured, ongoing way for colleagues to explore DEI concepts together.

What happens during a Let's Talk session?

Each session is a facilitated conversation centred on a specific DEI theme. Participants engage with a small amount of curated content designed to spark reflection and discussion. The environment is open, supportive, and accessible to all.

Do participants need any prior knowledge to take part?

No. Every session is designed for everyone - regardless of experience, background, or familiarity with DEI concepts.

What was the focus of the first session, and what did participants explore?

The first session focused on tolerance and understanding. Participants were encouraged to reflect on what tolerance means, why it matters, and how staying open-minded can help us respond constructively, especially when encountering unfamiliar or challenging behaviours or language.

They also explored practical strategies for maintaining tolerance, as well as situations where tolerance is not appropriate, and how to respond confidently and respectfully when boundaries need to be upheld.



Preventing Discrimination, Harassment and Bullying

Creating an inclusive workplace means ensuring every colleague feels safe, respected and valued. Quotient Sciences maintains a zero-tolerance approach to discrimination, harassment, sexual harassment, bullying and victimisation. Colleagues can raise concerns through a dedicated People Team reporting process, separate from our ethics and compliance whistleblowing hotline. All concerns are investigated confidentially and fairly, with protection from retaliation for those who speak up in good faith.

Our Ongoing Commitments

- **Build awareness and inclusive behaviours** through learning, celebration, and everyday interactions
- **Foster a safe, respectful environment** where all colleagues feel heard and empowered
- **Ensure fair and inclusive talent practices** by reducing bias and improving equity in recruitment and key decisions
- **Use workforce demographic insights** to guide targeted actions and support equitable development and growth

Diversity, Equity & Inclusion

Our DEI Vision

To build a Culture of Inclusion

Our guiding frame and intention

We want to create a culture where everyone feels comfortable, heard, and valued.

Our DEI intention is stronger than ever

Diversity

We want diversity of thought, experience and backgrounds.

Equity

We want everyone to have the support they need to be their best.

Inclusion

We want everyone to feel welcome and valued from the start and every day after.



Our 2025 priorities

Continued education, awareness and training

Review the inclusivity of our hiring practices and reduce potential bias

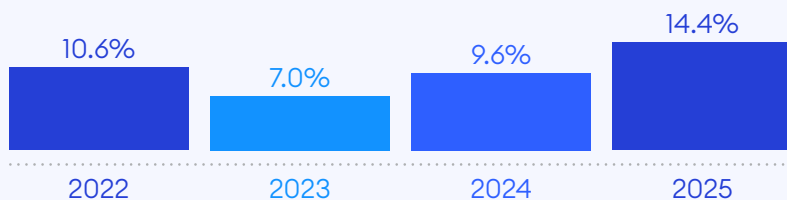
Understanding the demographic of our workforce

Diversity, Equity & Inclusion

Diversity, equity, and inclusion is a global priority at Quotient Sciences. We track our progress through key workforce metrics across the organisation, including gender representation and our gender pay gap. Unless otherwise stated, metrics presented on this page reflect our global workforce.

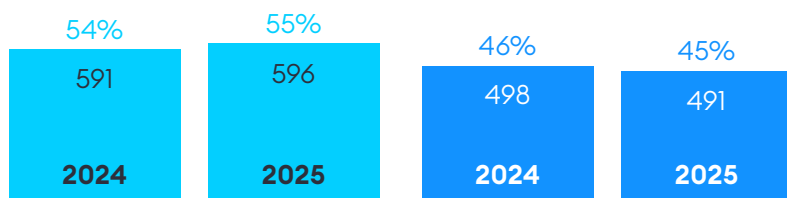
UK Average Adjusted Gender Pay Gap

The UK adjusted gender pay gap increased to 14.4% in 2025, driven by workforce composition and role distribution.



Our gender pay gap reflects workforce composition and the distribution of roles across the organisation, particularly representation at senior and higher paid levels and in roles that attract variable pay, rather than differences in pay for comparable work. This year's increase primarily reflects changes in representation at higher paid levels. We remain focused on sustained actions to improve gender balance over time.

Global % Colleagues by Gender



In 2025, we also introduced reporting of a global gender pay gap as a complementary view, providing broader insight into gender pay trends across our global workforce.

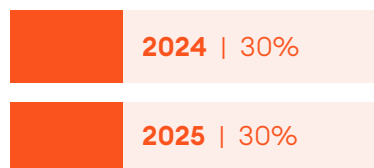
15.9%

Global Adjusted Gender Pay Gap

Global % Female Board Members



Global % Female Executive Management



At Quotient Sciences, we are committed to creating an inclusive and equitable environment where every colleague can thrive and has access to development and progression opportunities, regardless of gender.

We continue to invest in leadership capability, learning and development, and flexible ways of working to support long term career growth across our organisation.

Our gender pay gap reflects workforce composition and the distribution of roles across levels, and while this year's results show an increase, we recognise that progress is not linear. For the first time, we have introduced a formal action plan alongside our gender pay gap reporting, reinforcing our commitment to sustained and meaningful action to improve gender balance, particularly at senior levels, over time.

[Click here to read our gender pay gap report](#)

Colleague Voice & Engagement

Open, transparent communication between colleagues and leadership is central to how we operate. We provide multiple channels for colleagues to raise views, ask questions and shape our direction.

Global townhalls held every quarter provide updates on business strategy and key initiatives, including a live Q&A segment where colleagues can raise questions openly or anonymously. Local site townhalls provide the same opportunity with a site-specific focus, ensuring local voices are heard.

We conduct confidential annual engagement surveys to gather colleague feedback on their experience and perspectives, supplemented by periodic internal communications surveys assessing the effectiveness of our channels, including email, townhalls and Microsoft Teams.

Colleague Forums and site-based Engagement and Site Activities Teams provide an additional route for grassroots input into workplace initiatives.

In 2025, 71.7% of colleagues participated in our engagement surveys, against a global target of 65%.



Colleague Wellbeing & Inclusive Benefits

Supporting the wellbeing of our colleagues is a core part of our approach to inclusion.

In 2025, we continued to strengthen our benefits, communications and wellbeing activity across both the UK and the US, recognising that good wellbeing support must be accessible, clearly communicated, and relevant to colleagues' different life stages, locations and needs.

Inclusive Wellbeing Benefits Across the UK and US

During 2025, we completed UK and US benefits reviews and renewals, with a clear focus on health, financial security and access to wellbeing support. Feedback from colleagues, including a dedicated UK benefits survey, confirmed that core benefits such as pension provision and private medical cover are highly valued and play an important role in supporting long term wellbeing and peace of mind.

In the UK, our benefits continued to include private medical insurance, life assurance, critical illness cover and a health cash plan, alongside access to an Employee Assistance Program (EAP) offering confidential counselling, mental health support and a virtual GP service for colleagues and their families. We also offered additional health and wellbeing options, such as health assessments available through salary sacrifice, supporting both physical and mental health in a flexible and affordable way.

In the US, benefits renewals in 2025 focused on improving the overall offering while managing costs responsibly, ensuring colleagues had access to competitive healthcare and wellbeing support appropriate to the local context.

Across both regions, we continued to review our benefits and working practices through an inclusion lens, recognising that wellbeing is influenced by both access to support and fair working conditions. Our approach includes transparent employment terms, equitable reward and benefits programmes, clear attendance and working hour expectations, and flexible working arrangements where operationally appropriate.

Wellbeing Communications and Awareness

We recognise that wellbeing benefits only have impact when colleagues understand what is available and how to access support. Throughout 2025, we therefore placed increased emphasis on clear, regular and practical wellbeing communications.

In the UK, the People Services team delivered a series of "Understanding your benefits" communications, including themed wellbeing features in February and October 2025. These communications highlighted mental, physical and financial wellbeing support, explained how to access services such as the EAP, virtual GP and medical insurance, and signposted colleagues to further resources via People@Q, our global HRIS system. Feedback from leaders and colleagues indicated that these communications helped improve awareness and confidence in using available benefits.

Wellbeing information was also supported through our colleague handbook, intranet and regular site and global townhalls, ensuring consistent messaging and multiple routes for colleagues to stay informed.

Wellbeing Activities & Culture

Alongside benefits and communications, we continued to embed wellbeing into our wider culture and ways of working. Opportunities for colleagues to become trained as Mental Health First Aiders, involvement in colleague forums, and regular engagement surveys all formed part of our broader approach to listening and support.

We also continued to review and update wellbeing content to ensure it was relevant across our global workforce, including work to ensure wellbeing resources reflected both UK and US colleague needs.



Colleague Wellbeing and Inclusive Benefits

Looking Ahead

Our 2025 activity reinforced the importance of combining strong benefits with clear communication and inclusive design. Colleague feedback highlighted the value of core health and financial benefits, alongside a continued need for simple, accessible wellbeing information.

These insights are shaping our priorities for 2026, including further improvements to benefits communication, continued focus on mental health support, and ongoing review of wellbeing provision to ensure it remains inclusive and relevant across our global organisation.



World Mental Health Day

In October, to coincide with World Mental Health Day, we delivered a structured, week long wellbeing program aimed at increasing awareness of mental health, improving access to support, and reinforcing an inclusive and supportive working environment across the UK and US workforce.



The initiative was coordinated by the People Team, with input from our internal workplace wellbeing group, and aligned with the organisation's broader approach to health, wellbeing and inclusion.

Program Design and Scope

The program combined **awareness raising, skills development and signposting to support**, ensuring activities were accessible to colleagues across geographies and time zones. Content was delivered virtually and supported through internal communication channels to maximise reach and participation.

Awareness & access to support

Communications at the start of the week highlighted the availability of mental health support through Employee Assistance Programs (EAP) and healthcare benefits in both the UK and US, reinforcing confidential access to emotional, practical and clinical support.

Learning & capability building

Facilitated sessions included a guided discussion using approved learning resources and an expert led webinar focused on practical mental health tools and strategies relevant to the workplace, supporting colleagues to better manage their wellbeing at work.

Inclusive wellbeing activities

A colleague led virtual yoga session promoted relaxation and mindfulness, with options for individual participation or group attendance at site locations, supporting inclusion across different working environments.

Stigma reduction & leadership messaging

On World Mental Health Day itself, a wrap up session focused on reducing stigma, encouraging supportive behaviours, and reinforcing the message that mental health is treated with the same importance as physical health within the organisation.

Colleagues were encouraged to engage with resources during the week and to continue using available support services beyond the campaign period.

Learning & Development

Learning and development remain central to our success and to the growth of our colleagues.

Our L&D function plays a critical role in fostering an inclusive, empowered, and highly engaged culture, supporting personal effectiveness, leadership capability, and the behavioural skills that shape how we work together. As our organisation evolves, so does our approach to development, ensuring it remains practical, relevant, and aligned with both individual aspirations and organisational priorities.

A standout year for leadership development

2025 marked a significant milestone in our investment in leadership capability. Our flagship programs - Developing Great Leaders-Nottingham and the Philadelphia Leadership Development Program - have equipped leaders with the mindset, confidence, and behavioural skills required to lead with clarity and impact.

The Developing Great Leaders program in particular benefited from a strongly integrated approach, with L&D acting as the “golden thread” connecting program content, mentoring support, and facilitation capability across the leadership team. This partnership enabled leaders to confidently lead sessions outside their comfort zones, strengthening both capability and cohesion.

The Philadelphia Leadership cohort brought together 42 leaders, creating a vibrant learning community where honest challenge, meaningful discussion, and shared accountability have driven significant growth.

A personalised, accessible approach to growth

Personal and professional development looks different for everyone. In 2025, we continued to embed a development framework that blends structured training, hands on experience, and access to tools that empower colleagues to take ownership of their career journey. Our goal is to align learning opportunities to the diverse needs, goals, and ambitions of our people, ensuring development is both meaningful and accessible.



Strengthening our core learning offering

To enhance clarity and accessibility, we refined and expanded the core learning catalogue in our three distinct learning collections, adding new courses requested by our colleagues and leaders:

- › **Personal Effectiveness** – open to all colleagues, focused on practical, confidence building skills that support both personal and professional growth.
- › **Business & Scientific** – designed to deepen organisational and industry understanding, strengthening commercial and scientific awareness.
- › **Leadership Effectiveness** – tailored for current and aspiring leaders, supporting capability development across all leadership levels.

This structure ensures colleagues can more easily identify the right opportunities, supporting a more strategic and self-directed approach to learning.

Performance management

Strengthening Meaningful — Conversations

We further evolved our performance management framework, **Grow, Perform, Succeed**, refining the year end process to improve focus, accessibility, and impact.

We continued to train colleagues and leaders in having meaningful reviews and quality performance conversations that emphasise clarity, accountability, and ongoing development.

Average training
per colleague:

0.4 days



Quotient
Sciences

Molecule
to cure.
Fast.™

2025 Learning & Development Metrics

Training Delivered

166.5 hrs (22.2 days)

94

Instructor led
sessions delivered

57

Schedule
catalogue sessions

37

Bespoke
sessions

60%

of colleagues attended at least
one core catalogue course

1,870

**Colleague
attendances
across all
instructor led
sessions**

3,027 hrs (403 days)

of instructor led training completed

20 colleagues

Average attendance per session

607

e-learning
courses
completed

518 hrs

of e-learning completed

(69 days)

50%

50% of colleagues
completed at least one
e-learning module

Career Development

At Quotient Sciences, we continue to invest in opportunities that enable our colleagues to grow, succeed, and shape their careers. Personal and professional development looks different for everyone, and our goal is to provide opportunities that support a wide range of aspirations.

Our Career Development Commitment Includes:

- › Secondment opportunities that enable colleagues to gain experience across teams
- › Quarterly learning schedule opportunities to build capability in key behavioural and technical areas
- › A simplified Grow, Perform, Succeed (GPS) framework that supports effective development conversations
- › Frequent 1:1s and quarterly check ins to maintain momentum and encourage meaningful feedback
- › A dedicated end of year review question to identify learning needs for success and career development
- › Ongoing leadership development programs to strengthen people leader capability
- › Career conversations throughout the year, not just at formal review points
- › Access to structured learning resources, tools, and guides via our internal career development intranet page

In 2025, we further strengthened our approach by offering meaningful development experiences, simplifying our performance and development processes, and embedding regular career conversations into everyday working life.

Our learning and development framework combines structured learning, hands on experience, and access to tools that empower colleagues to take ownership of their growth. This year, we continued to evolve our Grow, Perform, Succeed (GPS) approach, making it even easier for colleagues and managers to engage in impactful development conversations. Quarterly check ins and more frequent 1:1 conversations have helped build a culture of continuous feedback, clarity, and support.

As part of improving the quality of performance and career conversations, we introduced a new end of year review question encouraging colleagues to reflect on what they learned through their work in 2024 and consider what it means for their development in the year ahead. Specifically, colleagues were asked:

“What do you want or need to learn in 2025 to be successful in your role or develop your career?”

Embedding this reflection into our review process helps colleagues and managers identify the skills, experiences, and support required to drive both performance and career progression.

We also continued to expand opportunities for experiential learning. Our quarterly learning schedule provides structured development sessions aligned with the skills and behaviours colleagues need today and in the future.

Leadership capability remains a core priority. We delivered engaging leadership training for managers focused on building confidence, strengthening coaching skills, and equipping leaders to support sustained development within their teams. Career development at Quotient Sciences is not limited to annual conversations; career discussions are encouraged throughout the year to help colleagues explore new pathways, prepare for future roles, and develop skills that support long term growth.

Through these efforts, we are nurturing a culture where learning is continuous, opportunities are accessible, and colleagues feel supported to reach their full potential.

In 2025, 90.5% of our colleagues had a performance and career development review. Annual goal setting and career development discussions are key to our colleagues' career development journeys at Quotient Sciences.



Career Development

Career Stories



I began as an Associate Formulation Scientist during my university placement, where I also shadowed the Research Fellow role for industrial exposure. After graduating, I was offered a 6-month secondment in the Scientific Consulting department, which evolved into a permanent position. I've now been in the team for over 3.5 years, continuing to grow and contribute as a Research Fellow.

Emily Dodds

Research Fellow, Scientific Consulting

I began my journey as a placement student in the Formulation Development team at Co Formulate, which was later acquired by Quotient Sciences. That early hands on experience gave me a strong foundation and set the path for my career here.

Since joining, I've progressed through several roles within the same department, starting as a Formulation Scientist and then advancing to Senior Formulation Scientist. I later moved into a more customer focused role as a Project Scientist, which gave me a broader view of the drug product development journey and deeper insight into clinical and regulatory requirements. From there, I progressed to Senior Project Scientist before being promoted to Head of Development, where I now also focus on people leadership and supporting the growth and development of our teams.

Amit Sawant

Head of Development, Formulation Development



Community @ Q

At Quotient Sciences, we are committed to making a positive contribution to the communities in which we operate.

Nottingham

Nottingham saw some of the most diverse and impactful community activity across the network in 2025:

- › Festival of Science and Curiosity – participation in this major regional science festival, bringing pharmaceutical science to life for the public
- › 14 work experience placements offered to young people from local schools and colleges, providing hands-on science experience
- › Bilborough College Futures Week – careers inspiration sessions for sixth-form students considering science careers
- › NTU Graduate Nurse Career Fair – supporting Nottingham Trent University nursing graduates in their career planning
- › SCI Recruitment Showcase – partnering with the Society of Chemical Industry to connect chemistry talent with Quotient Sciences career opportunities

Alnwick

Our Alnwick colleagues delivered extensive education, STEM and community engagement activity throughout 2025:

- › School, college and careers outreach – engagement with students from local and regional schools and colleges, including Duchess Community High School, King Edward VI School, Newcastle College, James Calvert Spence College and Berwick Academy.
- › Inclusive education engagement – support for SEND-focused activities, including site visits from Collingwood School and Northumberland County Council SEND Interns, alongside participation in a Special Educational Needs Employer Forum.
- › Work experience and community links – support for work experience placements at Arcinova and participation in the Alnwick Business Forum, helping connect students, educators, local stakeholders and industry.
- › Academic and industry collaboration – hosting and participating in university, doctoral training and pharmaceutical manufacturing events, helping strengthen links between education, research and the life sciences sector.

Edinburgh

Our Edinburgh colleagues supported STEM education and career awareness across Scotland in 2025:

- › STEM careers outreach – participation in STEM careers events at local schools, helping young people explore opportunities in science and technology.
- › University engagement – talks delivered to Biological Sciences students, sharing insight into careers in statistics, pharmaceutical development and the skills needed when moving from university into industry.
- › Stemovators Scotland events – colleagues supported interactive STEM challenges linked to the drug development process, reaching hundreds of young people across Scotland and helping judge climate change projects.

Internal Community

Beyond external community investment, Quotient Sciences fosters a strong internal community through colleague-led clubs and activities. In 2025, active groups included:

- › **Board Game Club**
- › **Running Club**
- › **Yoga Club**
- › **Book Club**
- › **Wellbeing Walking Group**

These communities provide important social connections, support colleague wellbeing, and contribute to the inclusive culture we are building across the organisation.

Miami

Our colleagues in Miami made a meaningful impact in their local community throughout 2025:

- › Feeding South Florida Food Drive – colleagues donated non-perishable food items to support families in need
- › Toys for Tots – colleagues participated in the annual holiday toy collection program, helping provide gifts for children in the local community
- › Educational Outreach – the site hosted an externship program for students from Our Lady of Lourdes Academy, providing exposure to the life sciences sector and helping them explore future educational and career opportunities.

Philadelphia

Our Philadelphia colleagues demonstrated tremendous community spirit in 2025:

- › School supply drives providing essential materials to under-resourced local schools
- › Toys for Tots campaign, collecting gifts for children in need during the festive season

Charitable Giving 2025

In 2025, colleagues across our UK sites continued to demonstrate exceptional generosity and community spirit through their support of three meaningful charities.



Each organisation provides vital services—from critical, pre-hospital emergency care to intensive confidence-building programmes for young people affected by trauma, through to specialist hospice care for children and young adults.

Thanks to the enthusiasm and creativity of our teams, **£6,213** was raised through a variety of fundraising activities. These events brought colleagues together across sites and departments, helping to strengthen our culture of connection while driving positive impact in our local communities.

£6,213
Raised

Fundraising highlights included:

- > **Quizzes** that encouraged cross-team participation and friendly competition
- > **The Yorkshire Three Peaks** Challenge, showcasing colleagues' resilience and commitment
- > **Car washes**, run with plenty of teamwork and good humour
- > **Bake sales**, which once again proved to be one of our most popular and successful fundraising traditions

These collective efforts reflect our continued commitment to supporting organisations that deliver essential care, inspiration, and hope to those who need it most.

Governance

Strong governance is the foundation on which our ESG commitments are built. Quotient Sciences maintains robust governance structures to ensure accountability, transparency and ethical conduct across all operations.

All colleagues complete mandatory ethics and compliance training, with completion tracked and reported at site level.

Ethics & Compliance

Quotient Sciences operates a comprehensive ethics & compliance program, including:

- > Mandatory ethics and compliance training for all new starters and annual refreshers for all colleagues
- > A confidential compliance hotline (whistleblowing) enabling colleagues to report concerns without fear of retaliation
- > Regular compliance risk assessments including bribery and corruption risk reviews in line with GRI 205

Human Rights & Modern Slavery

Quotient Sciences is committed to ensuring there is no modern slavery or human trafficking in our operations or supply chain. This commitment is underpinned by mandatory adherence to our Supplier Code of Ethics and Conduct, validation of all suppliers against our Quality Management System, auditing and profiling of key suppliers, and use of payroll systems designed to ensure transparency and compliance.

Read our full: [Modern Slavery Statement](#)

Data Privacy

Our Global Legal Affairs team manages Quotient Sciences' data privacy strategy, led by our Data Protection Officer. Our approach is continuously reviewed in anticipation of emerging risks and opportunities, including evolving data privacy laws and regulations across the jurisdictions in which we operate.

Every colleague at Quotient Sciences has a collective responsibility to uphold data privacy in line with our guidelines and practices, and to report any concerns where they suspect privacy may be at risk or has been breached. All colleagues receive privacy training during onboarding and every two years thereafter. Additional targeted training supports those colleagues more likely to encounter specific privacy-related scenarios – for example, our volunteer recruitment and project management teams.

Board Oversight

Quotient Sciences' overall sustainability strategy is overseen by the Board. The Executive Leadership Team regularly reviews ESG priorities, initiatives and performance, with material ESG matters escalated through the organisation's governance framework as highlighted on page 5 as appropriate. This supports oversight of sustainability-related risks, opportunities and progress against our ESG objectives.



Quality & Patient Safety

As a drug development and manufacturing accelerator, Quotient Sciences does not place finished products on the market or manage end-of-life product returns; **our role is to manufacture to clinical or bulk specification for onward handling by our customers.**



Safety and quality assurance is delivered through our Quality Management System and adherence to Good Manufacturing Practice, minimising risk across every stage of development and manufacture.

Where our work involves clinical trial participants, we go beyond regulatory compliance.

Every trial is conducted in accordance with Good Clinical Practice and independent Ethics or Investigational Review Board approval, underpinned by a robust Informed Consent process that ensures participants can make informed, voluntary decisions about their involvement.

Through our Participant Centricity programme, a dedicated Quotient Sciences colleague acts as liaison between participants and our organisation, ensuring their needs, concerns and feedback are heard and addressed.



Governance KPIs

Effective governance underpins the delivery of our ESG commitments and supports responsible decision-making across the organisation. Our governance framework is designed to promote ethical business conduct, regulatory compliance, information security and accountability. The metrics below provide insight into key governance indicators, including anti-bribery and corruption training, whistleblowing, cyber security and compliance performance.

Information security training completion has remained consistently high at 99% across all four years.

Number of reports related to whistleblowing procedures:



Number of reported anti-bribery concerns:



Number of confirmed business impacting cyber security incidents:



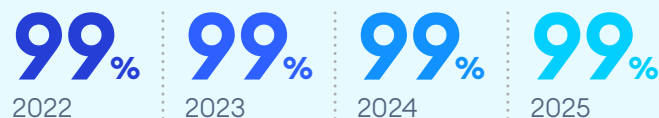
Number of confirmed corruption incidents:



Number of entries on gifts & hospitality log:



% of colleagues trained on information security:



Anti-Bribery & Corruption Training Completion

UK

2023	28.6%	251 of 877
2024	60%	460 of 766
2025	47%	352 of 756

USA

2023	8.9%	30 of 337
2024	53%	171 of 323
2025	38%	127 of 331

All colleagues complete mandatory anti-bribery and corruption training on joining Quotient Sciences, with a refresher required every two years thereafter. In 2025, 479 colleagues globally completed anti-bribery and corruption training – 352 in the UK and 127 in the US – in line with their scheduled training cycle. Completion is tracked at site level and reported to senior leadership.

Sustainable Procurement

A significant proportion of our environmental and social impact sits within our supply chain, making sustainable procurement a key lever for managing Scope 3 emissions and promoting responsible business practices.



2025 Procurement Achievements

- › ESG questionnaires embedded in all new supplier onboarding processes, with over 100 new suppliers completing assessments in 2025
- › ESG criteria integrated into all RFx (Request for Proposal/Information/Quotation) processes, ensuring sustainability performance is a formal evaluation criterion in all procurement decisions
- › 100% of global buyers completed the Chartered Institute of Procurement and Supply (CIPS) Sustainable and Ethical Procurement training, building the capability of our procurement function to assess and manage supply chain risks
- › Supplier Code of Ethics & Conduct and Sustainable Procurement Policy maintained and communicated to all key suppliers

The scale of supplier engagement in 2025 was more limited than originally planned due to competing business priorities. However, the foundations established – including trained buyers, embedding ESG criteria and a growing base of supplier assessments – position us well to expand our program in 2026 and beyond.

100 +

New suppliers completed ESG questionnaire in 2025

100%

Global buyers completed CIPS Sustainable and Ethical Procurement training

Awards & Recognition

External recognition provides valuable validation of our ESG progress and helps benchmark our performance against internationally recognised standards. In 2025, Quotient Sciences received the following recognitions:



Quotient Sciences was awarded an EcoVadis silver medal, with a score of 72/100, recognising our continued progress in managing ESG topics across our operations.

This achievement reflects improvements in our sustainability management systems, policies, reporting practices and stakeholder engagement.

Quotient Sciences participated in the CDP Climate Change questionnaire, receiving ratings across the C and D bands.

We recognise there is meaningful room for improvement in our CDP performance, and strengthening our disclosure maturity is a specific focus area for 2026.



These recognitions demonstrate both the progress we have made and our commitment to continuous improvement. We remain focused on strengthening our ESG performance, increasing transparency and delivering meaningful, measurable impact for our stakeholders.

Looking Ahead

2025 has demonstrated what is possible when a clear strategy is supported by committed people.

A 13% reduction in GHG emissions, a strengthened DEI infrastructure, zero safety incidents at OSHA/HSE-reportable level, deeper community roots, and a more sustainable supply chain – these are meaningful achievements that reflect the dedication of over 1,000 colleagues globally.

As we move into 2026, our priorities are clear:

- › Set Science-Based Targets
- › Enhance Scope 3 data quality, particularly in Categories 1, 11 and 12
- › Establish measurable DEI targets and begin reporting against them
- › Deepen supplier ESG engagement
- › Explore My Green Lab certification
- › Understand the environmental impact of our use of AI

ESG at Quotient Sciences is not a destination – it is a continuous journey of improvement, learning and ambition. We will continue to report openly, act with integrity, and hold ourselves accountable to the standards our colleagues, clients and communities deserve.

For questions about this report or our ESG program, please contact:



Victoria Hustler

Executive Director, Legal Affairs & ESG Lead
victoria.hustler@quotientsciences.com

UN Global Compact



Quotient Sciences became a signatory to the United Nations Global Compact (UNGC) on 20 January 2025.

In doing so, we have committed to aligning our operations and strategy with the UNGC's Ten Principles covering human rights, labour, the environment and anti-corruption, and to advancing the broader goals of the United Nations. We share an annual Communication on Progress (CoP), reporting transparently on the actions we are taking to embed these principles across our business.

The pledges below set out the commitments we are making to deliver against them.



We pledge to improve the health of our people by:

- › Cultivating a workplace culture that prioritises the physical, mental and emotional health of colleagues. Read more on pages 20-30.
- › Supporting and enhancing the physical, mental and emotional wellbeing of our clinical trial participants. Read more on page 36.
- › Collaborating with customers to expedite the development of new drugs, bringing treatments to patients more quickly and efficiently – including our 2025 strategic partnership with Intrepid Labs, which applies an AI platform to accelerate formulation development and reduce the time to bring new medicines into the clinic. Read more on pages 3-4.



We pledge to be a more responsible consumer of materials by:

- › Managing chemicals and their wastes throughout their life cycle and significantly reducing releases to air, water and soil to minimise adverse impacts on health and the environment. Read more on pages 17-19.
- › Reducing waste generation through prevention, reduction, recycling and reuse. Read more on pages 18-19.



We pledge to increase opportunities at work by:

- › Encouraging people from a range of backgrounds, including those from disadvantaged educational or socio-economic backgrounds, to consider a career in Life Sciences. Read more on page 33.
- › Refreshing our recruitment process to enable applications from candidates from a range of backgrounds.
- › Reducing inequality in the workplace through leadership and colleague training, education and awareness. Read more on pages 21-32.



We pledge to reduce our carbon footprint by:

- › Making energy consumption savings and pursuing efficiency opportunities across our business. Read more on pages 10-16.
- › Implementing carbon reduction strategies across our supply chain. Read more on pages 14-16 and page 38.

Appendix

GRI Content Index

This report has been prepared in accordance with the GRI Standards 2021.

The table maps each GRI disclosure to the relevant section of this report.

GRI Disclosure	Title	Report section	Status
GRI 2-1	Organizational details	About Quotient Sciences	Reported
GRI 2-6	Activities, value chain	About Quotient Sciences	Reported
GRI 2-9	Governance structure	Governance	Reported
GRI 2-12	Board oversight of impacts	Governance	Reported
GRI 2-22	Statement on sustainable development strategy	Foreword; Commitments	Reported
GRI 3-1	Process to determine material topics	Materiality Assessment	Reported
GRI 3-2	List of material topics	Materiality Assessment	Reported
GRI 302-1	Energy consumption within org	Environment – Energy	Reported
GRI 302-4	Reduction of energy consumption	Environment – Energy	Reported
GRI 303-1	Interactions with water	Environment – Water	Partial
GRI 303-3	Water withdrawal	Environment – Water	Partial
GRI 304-1	Ops near protected areas	Environment – Biodiversity	Reported
GRI 305-1	Direct (Scope 1) GHG	Environment – GHG	Reported
GRI 305-2	Energy indirect (Scope 2) GHG	Environment – GHG	Reported
GRI 305-3	Other indirect (Scope 3) GHG	Environment – GHG	Reported
GRI 305-5	Reduction of GHG emissions	Environment – GHG	Reported
GRI 306-1	Waste generation	Environment – Waste	Partial

GRI Disclosure	Title	Report section	Status
GRI 306-3	Waste generated	Environment – Waste	Partial
GRI 306-4	Waste diverted from disposal	Environment – Waste	Partial
GRI 401-1	New hires and turnover	Career Development	Partial
GRI 401-2	Benefits provided	Colleague Well-being	Reported
GRI 403-1	OHS management system	EHS	Reported
GRI 403-2	Hazard identification, risk assessment	EHS	Reported
GRI 403-9	Work-related injuries	EHS	Reported
GRI 404-1	Average training hours	Learning & Development	Reported
GRI 404-2	Skills upgrading programs	Learning & Development	Reported
GRI 404-3	Career development reviews	Career Development	Reported
GRI 405-1	Diversity of governance & colleagues	DEI	Reported
GRI 405-2	Pay equity (gender)	DEI	Reported
GRI 413-1	Community engagement	Community @ Q	Reported
GRI 204-1	Local supplier spending	Sustainable Procurement	Partial
GRI 414-1	Supplier social screening	Sustainable Procurement	Reported
GRI 407	Freedom of Association and Collective Bargaining	Colleague Voice	Reported
GRI 409	Forced or Compulsory Labour	Human Rights & Modern Slavery	Reported