

Annual Sustainability Report

Year Ended 31st December 2024



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At CatSci, sustainability is at the core of our business. It shapes our decision-making, drives innovation, and directs our actions.

A Letter from Our CEO



“
At CatSci, sustainability is at the core of our business. It shapes our decision-making, drives innovation, and directs our actions. That’s why we are committed to publishing an annual sustainability report.

This comprehensive document offers our stakeholders a clear understanding of what sustainability means to CatSci. It highlights the progress we’ve made, the challenges we’ve encountered, and the strategies we’ve implemented to address them.

Our mission is to drive innovation and excellence to accelerate the development of complex medicines, to accelerate the delivery of life changing medicines to patients in need. This mission not only guides our scientific and business endeavours but also shapes our approach to sustainability. We recognise that our success is not only measured by the breakthroughs we achieve, but also by the positive impact on our people, our communities and our planet.

We are extremely proud of our people for carrying out this mission every day, through the work they do for our customers. Our team’s dedication, expertise and passion are the bedrock of our success. They embody commitment to scientific excellence and are instrumental in driving forward our mission. This report details some of the incredible achievements and the profound impact they have had over the past year.

At CatSci, we commit to take care of our team, protect the environment and actively contribute to the betterment of our communities. Our people are our greatest asset, and their wellbeing is paramount. We are dedicated to creating a supportive, inclusive and safe work environment that fosters growth and innovation. Our initiatives in employee development, health and safety, and diversity and inclusion are designed to ensure that every team member feels valued and empowered.

We are acutely aware of the environmental challenges facing our planet and are determined to play our part in addressing them. Our efforts to reduce our carbon footprint, manage waste responsibly, and promote sustainable practices are ongoing and evolving. This report details the strides we have made in our environmental initiatives and our future goals to enhance our sustainability practices further. This includes the delivery of our climate targets, which were formally approved by the Science Based Targets initiative (SBTi), confirming our alignment with the Paris Agreement.

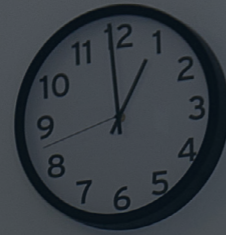
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By 2030, we are committed to reducing our Scope 1 and 2 greenhouse gas emissions by 42% against our 2023 baseline.

In addition to our internal efforts, we are deeply committed to contributing to the betterment of the communities we serve. Whether through volunteerism, partnerships, or charitable contributions, we strive to make a positive and lasting impact. This year, we have engaged in numerous community projects and initiatives that reflect our values and commitment to social responsibility.

As you read through this report, I hope you gain a deeper understanding of our sustainability journey and the significant steps we have taken to integrate these principles into our core operations. We are proud of what we have accomplished, but we also recognise that there is always more work to be done.

Ross Burn
Chief Executive Officer, CatSci

About CatSci



IN THIS SECTION

- Our purpose
- Our Values
- Expanding the Boundaries of Science
- 2024 Sustainability Highlights

Our Purpose

We empower BioTechs and pharma companies to bring life-changing medicines to patients faster.

CatSci is a leading innovation partner for pharmaceutical companies, specialising in the development of scalable, sustainable processes for the manufacture of active pharmaceutical ingredients (APIs). Our expertise spans from early-phase process design to late-phase commercialisation, with a strong emphasis on sustainability, efficiency, and quality. We collaborate closely with our clients to address complex chemical challenges, optimise manufacturing processes, and advance the development of life-saving medicines. At the core of our operations is a commitment to environmental stewardship, reflected in our continuous efforts to reduce waste, conserve natural resources, and implement green

chemistry principles. Through cutting-edge research, investment in new technologies, and strategic partnerships, CatSci is dedicated to pushing the boundaries of science while contributing to a more sustainable future in the pharmaceutical industry.

Our Vision



We want to become the leading global partner for advancing innovative medicines and transforming healthcare.

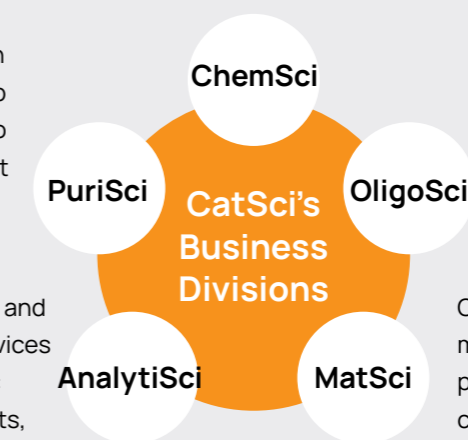
Our Mission

We drive innovation and excellence to accelerate the development of complex medicines.

We provide tailored drug substance development solutions from initial route scouting to late-stage process optimisation in order to expedite the delivery of novel therapeutics to patients in need.

Through our acquisition of Reach Separations, we offer expert prep chromatography from mg to kg to accelerate the early development pathway.

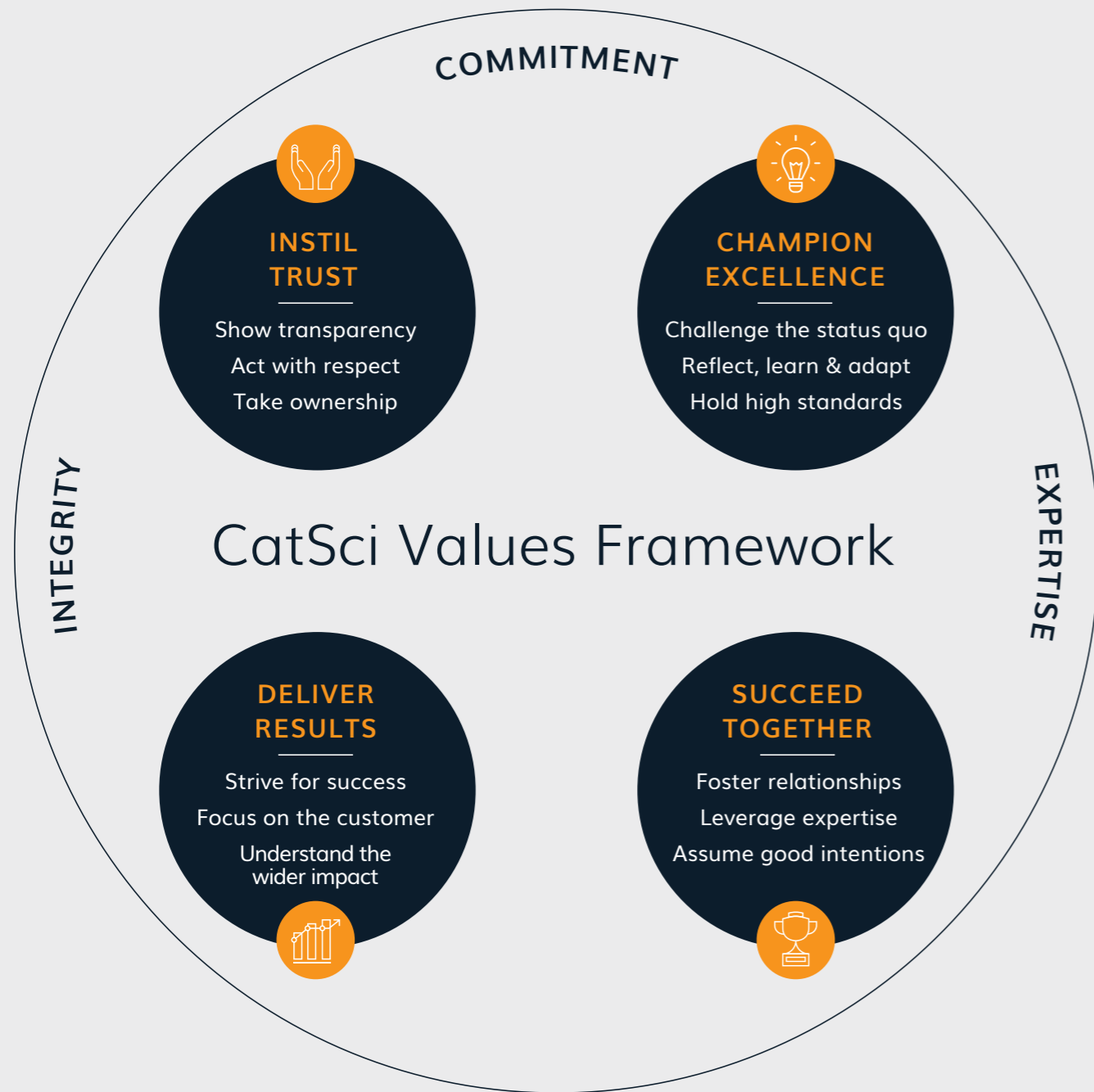
We provide superlative non-GMP and GMP analytical development services from discovery through the clinic to bring new medicines to patients, quickly and safely.



We advance life-changing oligonucleotide therapeutics with material supply, process R&D, analytical development and regulatory services.

Our particle-to-product approach links material science to formulation with total process understanding, maximising the chance of success in the clinic.

Our Values



Expanding the Boundaries of Science



The latest therapeutic advancements are revolutionising medicine through the exploration of new modalities that offer unprecedented precision and effectiveness in treatments. However, the novelty of these new medicines and their ambitious modes of action also introduces significant chemical challenges. Compared to traditional small molecule drugs, these new modalities—such as antibody-drug conjugates, proteolysis targeting chimeras, peptide conjugates, and oligonucleotides—differ vastly in their physical properties, structural complexity, analytical methodologies, and purification processes. As these modalities are still in their relative infancy, the understanding of their properties and behaviours is limited.














As a key partner to drug developers working to bring novel, life-changing therapeutics to patients, CatSci is increasingly sought after to help address these challenges and facilitate progress towards the next clinical milestone.

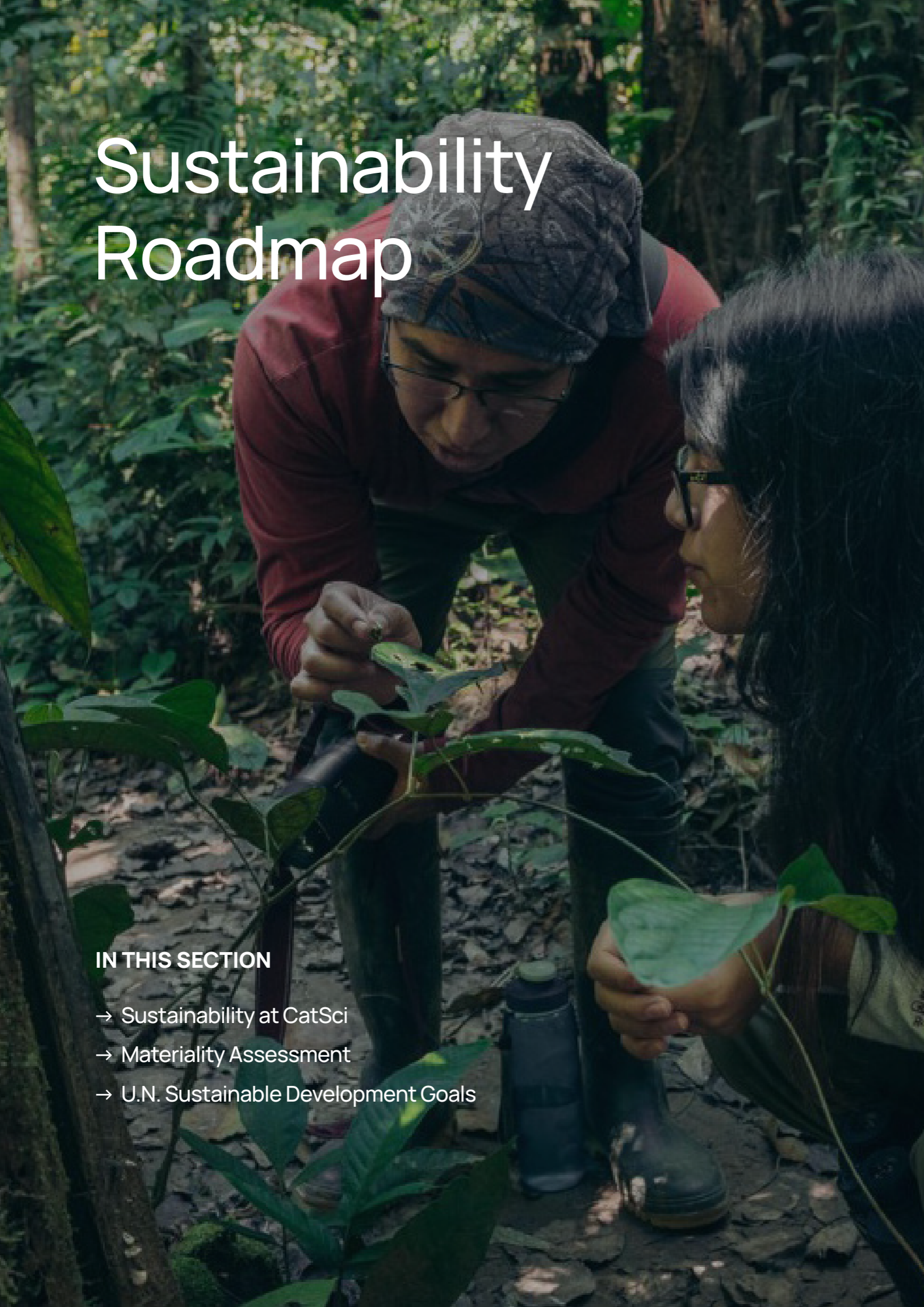


For instance, over the past 18 months, CatSci has made substantial investments in developing a world-class oligonucleotide service to tackle challenges in the rapidly growing field of DNA and RNA-based therapeutics.

By building a cutting-edge research lab and assembling a team of ten scientists, we are supporting industry leaders in their efforts to advance RNA interference treatments that combine two gene-silencing targets. Additionally, our recent SMART Flexible Innovation Support from the Welsh Government aligns with our initiatives to rapidly identify promising candidates from a variety of potential structures through higher throughput screening and development.

2024 Sustainability Highlights

Environment	SOCIAL	Governance
 Environment	 Social	 Governance
 SCIENCE BASED TARGETS Formally committed to Scientific Based Targets (SBTi)	 Review of employee benefits – leading to increased offering	 Inaugural Sustainability Report completed under GRI standards
 my green lab certification. My Green Labs accreditation extended to additional sites	 We are a Living Hours Employer Living Wage Employer	First Materiality assessment completed
72% of electricity comes from renewable sources	 Trusted Schools Partner	 Receipt of Cyber Essentials Plus accreditation
Net Zero Set goal to achieve Net Zero by 2045	76% Employee Survey Participation	 Commenced ISO 27001 accreditation
 Investment in software to more accurately track carbon footprint	 disability confident EMPLOYER Disability Confident Employer	Zero Cases of registered bribery or corruption



Sustainability Roadmap

IN THIS SECTION

- Sustainability at CatSci
- Materiality Assessment
- U.N. Sustainable Development Goals

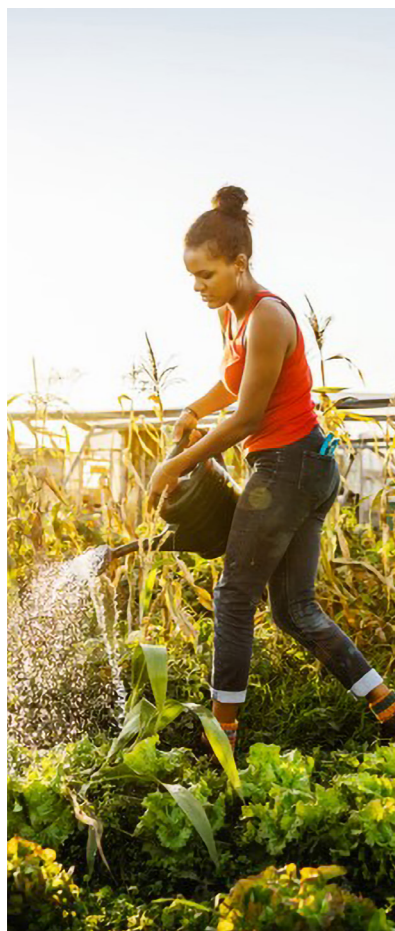




Our Sustainability Strategy

Our sustainability strategy is organised around clear priority initiatives to address pressing environmental and social challenges integral to their operations. These initiatives include, among others, topics such as climate action, waste reduction, resource conservation, and community engagement, underscoring our commitment to a sustainable future.

We are currently refining our comprehensive roadmap to align with our defined targets, with completion anticipated in 2025. Whilst not complete, several initiatives are already in progress. However, the sustainability strategy remains dynamic, with an annual review to incorporate emerging best practices and evolving regulatory requirements.



Key Sustainability Goals

- 1 Reduce our greenhouse gas emissions and work towards carbon neutrality by 2045
- 2 Transition to 100% of electricity generated from renewable sources
- 3 Ensure all key suppliers have either signed up to our code of conduct or have sustainability policies in place that align to our code of conduct
- 4 Remove any barriers to achieving gender parity across all levels in the organisation

Materiality Assessment

In 2024 we conducted a materiality assessment to identify sustainability topics relevant to the company.

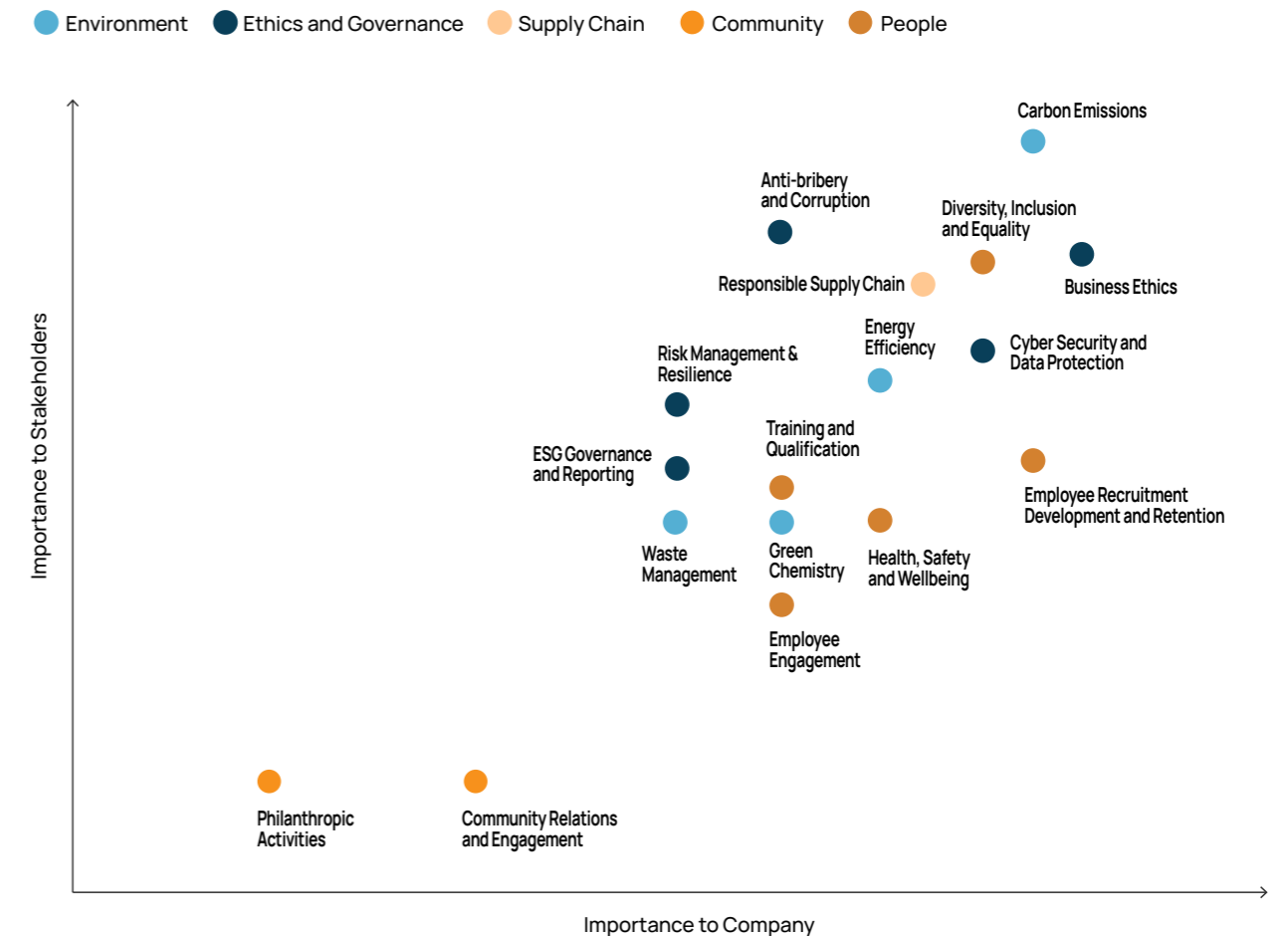
The methodological approach adopted aligned with the guidelines outlined in the "GRI 3: Material Topics 2021" standard.

We conducted the assessment by leveraging a range of external sources including sector specific insights and recognised reporting frameworks to compile a thorough list of potential material issues.

In evaluating the relevance of these topics, we balanced external expectations with internal perspectives. Important in this process were discussions with the Board of directors and ESG committee.

We are committed to developing our materiality assessment in coming years by adopting a double materiality approach. This framework will not only consider how sustainability issues affect our business operations and financial performance but also how our business activities impact the environment and society at large.

Evaluation of Material Topics



Identification of High Materiality Topics

From the analysis completed on the previous page, we have identified 6 topics that are considered the most material as discussed below. These material topics are addressed in greater detail in this annual sustainability report and guide operational decisions relating to the company's future sustainability strategy.

Carbon Emissions

We are committed to reducing our direct (e.g. resulting from CatSci's use of fossil fuels) and indirect (e.g. resulting from electricity use, the supply chain etc) greenhouse gas emissions at Catsci.

Business Ethics

We recognise that building a strong corporate governance structure and practices are important in driving growth, enhancing stability and fostering integrity, accountability and transparency.

Diversity Inclusion and Equality

We respect diversity and promote equal opportunities by working to provide an inclusive work environment where all employees feel valued, respected and empowered to contribute their unique perspectives and talents.

Cybersecurity and Data Protection

We recognise that cyber and data protection threats continue to increase and we continue to enhance our defences against these threats.

Responsible Supply Chain

We recognise the critical role our supply chain plays in our overall sustainability efforts and are committed to ensure our supply chain operates ethically, responsibly and sustainably.

Employee Recruitment, Development and Retention

Our team is essential to our success. It is important we recruit, develop and retain the right people to be able to deliver to our customers.

United Nations Sustainable Development Goals

We have identified eight sustainable development goals that best align to our business activities and/or social impact.



Through the work we do for our customers, we deliver life changing medicines that improve the health and wellbeing of patients. Wellbeing is also a key focus for our team.



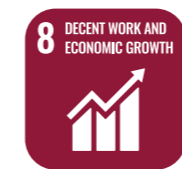
Through our initiatives and relationships with school and our learning and development programmes, we aim to promote lifelong learning opportunities for all.



Through our initiatives and benefits, we seek to improve gender equality in our business.



Through our initiatives to move to renewable energy sources and reduce energy consumption, we aim to adopt more affordable and clean energy.



Through our culture, rewards and benefits, we seek to provide a great place to work, developing the careers of all employees and contributing to economic development.



Through our hiring practices and policies, we seek to foster diversity, equity and inclusion, contributing to broader efforts to reduce inequalities in access to employment and economic opportunities.



Through our compliance with waste management regulations and our practices for chemical waste disposal, we aim to be sustainable in our production and consumption patterns.



Through our initiatives promoting composting, recycling and the implementation of our cycle to work schemes, we aim to combat climate change and its impacts.

Governance and Sustainability Oversight

IN THIS SECTION

- Board of Directors
- A Resilient and Robust Governance Structure
- Building a Culture of Integrity
- CyberSecurity and Information Privacy

Board of Directors



Rod Howe
Chairman



Ross Burn
CEO



Simon Tyler
CEO



Jerome Theobald
COO



Mark Bate
CFO



Claire Madden-Smith
Non- Executive Director



James Mitchell
Investment Director

A Resilient and Robust Governance Structure

Leading with Integrity from the Top

At CatSci, We recognise that building strong corporate governance structures and practices are important in driving growth, enhancing stability and fostering integrity, accountability and transparency.

Accountability starts with our board of directors, which provides overall direction and oversight of our business. To assist the board there are three committees, Audit, Remuneration and ESG.

The ESG committee has the overall responsibility for the effective operation of the Group Corporate and Social responsibility policy. The purpose of the committee is to integrate sustainable practices into our business operations, ensuring a positive impact on the environment, society and stakeholders.

There is a standing board item for ESG with progress and matters of note periodically presented. In the current year, this included discussions around the materiality assessment, sustainability goals and roadmap, and monthly ESG reports

Governance Structure



During the year we grew our Group board of directors from six to seven, adding one new non executive member.

Dr Claire Madden-Smith joins as an independent member having previously being part of the Advisory board. Claire has over 20 years experience in the sector having served as an Executive director at Molecular Profiles Ltd and Senior Vice President at Juniper Pharma Services Ltd at the time of its sale to Catalent for \$140m in 2018.

The extended leadership team includes other Senior leadership individuals who meet weekly to address operational issues of the business.

Building a Culture of Integrity

At the heart of our organisation lies a commitment to integrity—a cornerstone of our values and the foundation for sustainable growth. Building a Culture of Integrity means fostering trust, accountability, and ethical behaviour at every level of our business. It is reflected in how we treat our employees, engage with our stakeholders, and deliver on our promises to customers and communities. By embedding integrity into our decision-making, policies, and everyday actions, we aim to create a resilient organisation that upholds the highest standards and contributes positively to society.

Whistleblowing

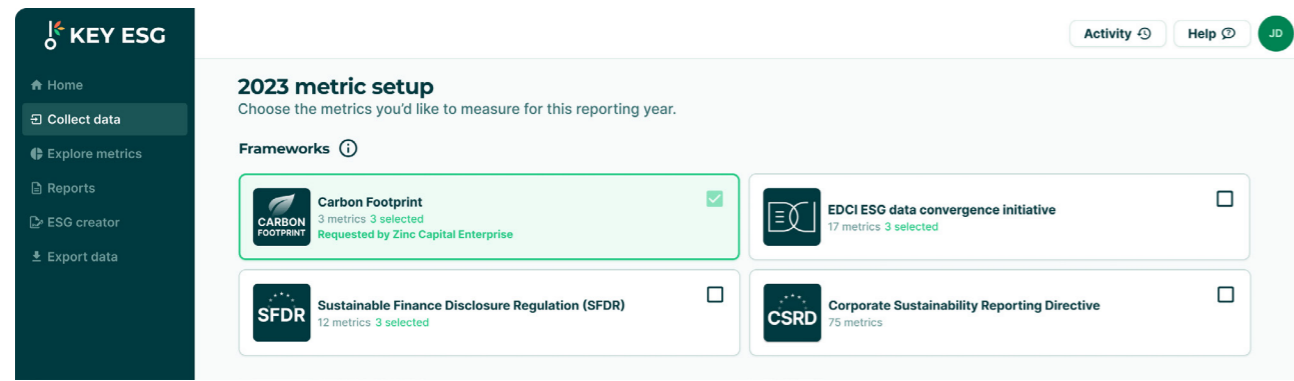
We are committed to fostering a culture of transparency and accountability, which is why we have implemented a comprehensive whistleblowing policy and procedure. This policy provides a secure and confidential channel for employees and stakeholders to report any concerns about unethical behaviour, misconduct, or violations of laws and policies. By encouraging open communication and protecting whistleblowers from retaliation, we ensure that all concerns are addressed promptly and fairly. This policy reinforces our dedication to integrity and strengthens our commitment to maintaining the highest ethical standards across our organisation.

Human Rights

At CatSci, the protection of human rights is central to our business operations and corporate philosophy. We recognise that upholding human rights is not just a legal obligation but a fundamental responsibility that aligns to our commitment to ethical business practices and sustainability.

We pledge to conduct our business in accordance with the international human rights standards, including the Universal Declaration of Human rights and the United Nations Guiding principles on Business and Human Rights. We have adopted Human Rights Principles within our code of conduct, these principles reinforce CatSci's commitment to respect all internationally recognised human rights that are relevant to our operations

In addition to the above, we have programmes in place to identify and mitigate the risks associated with human rights, including risks related to child labour. We begin with standardised hiring practices to ensure employees are suitable for work. We also have a clear whistleblowing policy in which stakeholders are encouraged to raise concerns in a confidential environment.



Formal establishment and tracking of KPIs

A formal workstream of the ESG committee has been to identify and accurately capture a range of relevant KPIs across the business. These have then been reported monthly back to the committee and subsequently to the Board. To facilitate this process, we have implemented the KEY ESG software which facilitates calculations such as our carbon assessment whilst also bringing all data into one place.

We evaluate our performance by comparing it to industry best practice and norms. Over the past three years, we've utilised the Ecovadis platform to inform our focus and areas of improvement. In the current year, we have been awarded the bronze Ecovadis award, placing us in the top 35% of companies assessed through the platform.



Top 35%

Working Responsibly

Our code of conduct articulates our values and policies that guide our employees in the operation of the business. We ensure all employees receive education on their ethical and legal responsibilities through training and education. All employees must sign up annually to the code of conduct following refresher training and workshop sessions.



Anti-Corruption

CatSci is committed to compliance with international anti-corruption laws and standards. We forbid bribery, kickbacks or improper payments anywhere in the world, even if refusal to make such a payment may result in losing a business opportunity. We do not offer any improper payments, benefits or anything of value to influence decisions, obtain or retain business, or otherwise secure any improper advantage.

We have held Anti- Corruption training across the business to clarify our expectations to employees around doing business fairly.

Cybersecurity and Information Privacy

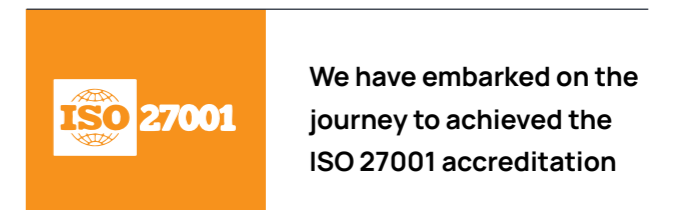
Cyber Security

We are continuously enhancing our cyber defences to mitigate the impact of evolving cyber threats by employing a comprehensive approach that safeguards our assets and data. Our efforts are particularly focussed on addressing emerging cybersecurity risks, including human related vulnerabilities, as phishing attacks remain a leading cause of data breaches. We are also prioritising third party supply chain risks, as threat actors increasingly target supply chains to affect a broader range of victims.

We are proud to have achieved the Cyber Essentials Plus certification within the year, building upon the Cyber Essentials accreditation already achieved. This advanced level of certification demonstrated our dedication to protecting against a wide range of cyber threats and validates our robust security measures. The accreditation involved a thorough independent assessment of our systems and processes, ensuring they meet stringent security standards.



We have embarked on the journey to achieved the ISO 27001 accreditation, the international standard for information security management. This process involves the implementation of a comprehensive framework of policies and controls designed to systematically manage risks to our information assets. Achieving ISO 27001 will further solidify our commitment to maintaining the confidentiality, integrity and availability of data.



Data Protection And Privacy

CatSci is committed to protecting the privacy and personal data of all individuals, including employees and third parties. We are committed to complying with all applicable laws and regulations.



Our People

IN THIS SECTION

- Our Commitment to Quality Employment
- Diversity, Inclusion and Equality
- A Safe Working Environment
- A Healthy Working Environment

Our Commitment to Quality Employment

At CatSci, we believe that our team members are our most valuable and precious resource. The growth and development of our people is critical to the success of the business.

We are committed to fostering a workplace culture that promotes integrity and respect, where every individual is empowered to thrive, contributing their expertise to the organisation's success; the people and culture team are the catalyst for cultivating talent and engagement. If our employees are happy, motivated, and healthy, we can better serve our customers and ultimately achieve our purpose of helping patients in need.

Quarterly Employee Survey

At CatSci, we seek to understand the needs and views of our people and we conduct quarterly pulse surveys as part of our efforts to do so. These surveys are an important part of our feedback culture; they provide an opportunity for employees to share opinions and identify improvement opportunities to make CatSci a better place to work.

Continuously listening and responding to employee feedback is essential to fostering a healthy work environment. Our pulse survey provides a forum for our team to give structured feedback and allows us to measure and track priority areas and equip leaders with actionable insights.

After each survey, where relevant, local and corporate action plans are prepared to improve development areas identified. In 2024, following on from feedback in the surveys, we significantly improved our employee benefits package, including greatly enhanced parental

leave, sickness and critical illness cover, and private healthcare for all team members. and also introduced an Employee Forum as another opportunity for two-way feedback.

We continue to support our people leaders to develop trusted relationships with team members to recognise when they have concerns, and to embed psychological safety. We are proud that 94% of our team feel that their line manager is approachable, and 84% feel that their manager cares about them as a person.

2024
Employee
Surveys

76%
Response Rate

2023
Employee
Surveys

71%
Response Rate

Employee Engagement and Retention

We actively engage with our people on an ongoing basis to shape the development of our business. We hugely value their input and want to ensure the reward scheme and policies we put in place are relevant to their needs and challenges.

Our main forms of engagement are through quarterly surveys and regular "town hall" meetings. Our reward programmes are regularly benchmarked to ensure competitiveness within the industry and reviewed in line with feedback from our pulse surveys. **In 2024 key initiatives included:**

- The expansion of our benefits package to provide generous parental leave provision, additional annual leave, private healthcare for all employees and enhanced sickness cover.
- The expansion of our employee share option scheme to new employees; this means that at the point of issue, 100% of employees had share options in the group.

Employee Wellbeing

CatSci is committed to creating a progressive and inclusive environment where health and wellbeing of all employees can be addressed and looked after. **As part of this, we are:**

- Recognising the importance of implementing workplace health and wellbeing initiatives to assist with preventing poor health and lifestyle related diseases.
- Committed to creating a workplace culture that supports and encourages healthy lifestyles.
- Committed to supporting and encouraging workers to participate in a range of health and wellbeing initiatives and activities.

To support employees, we offer an agile working policy that allows employees to work flexibly to the extent of business requirements.

An Employee Assistance Programme (EAP) is available to all staff providing confidential information and advice. In addition, we have Mental Health First Aiders who are trained to identify issues and provide initial support and signposting.

We have continued to offer our welfare loan provision that provides financial support for employees encountering short term financial difficulties.

Learning and Development

We are proud that people can grow their careers alongside the growth of the company. Career progression pathways provide a roadmap for development and our Team Leaders are committed to regular reviews with their team members using our Reflect and Grow programme. Our bi-annual review system encourages team members to consider their career aspirations, and our growth structures recognise in-role growth and development as well as more traditional vertical progression.

In 2024, we have launched the concept of our CatSci Learning Academy, with the aim of providing learning pathways for employees using CatSci and third-party learning materials. Employees will be able to access articles, videos, podcasts, and toolkits that address a variety of topics, from leadership and cultural awareness to content for specialised business functions, another example of our investment in the growth and development of our people.


We have continued to invest time in assessing and evolving our talent and succession pipelines. Our internal mobility rate (percentage of employees moving to a different position within Catsci) was 30.3% in 2024.

Diversity, Inclusion and Equality


We are committed to respecting diversity and promoting equal opportunities by creating an inclusive work environment where all employees feel valued, respected and empowered to contribute their unique perspectives and talents.

For over a decade, CatSci has demonstrated a strong commitment to fostering diversity and promoting gender equality in the workplace. Our Employee Handbook includes various policies aimed at ensuring inclusivity, such as an overarching Equality, Diversity, and Inclusion policy with a dedicated section on neurodiversity. Additional policies include a Recruitment and Talent Acquisition policy that emphasises diversity and equal opportunities, an anti-harassment and bullying policy, and a gender-neutral Family Policy that consolidates all parental leave provisions into a single, comprehensive framework.

We proudly hold the status of a Disability Confident Employer, embracing innovative approaches to recruiting, retaining, and developing disabled talent. Additionally, We have introduced a STEM Women in Leadership pathway and we are pleased to be recognised as a Living Wage Employer.



We are recognised as a Living Wage Employer



We proudly hold the status of a Disability Confident Employer

These policies and initiatives ensure compliance with the Equality Act as well as the Human Rights Act and other relevant legislation.

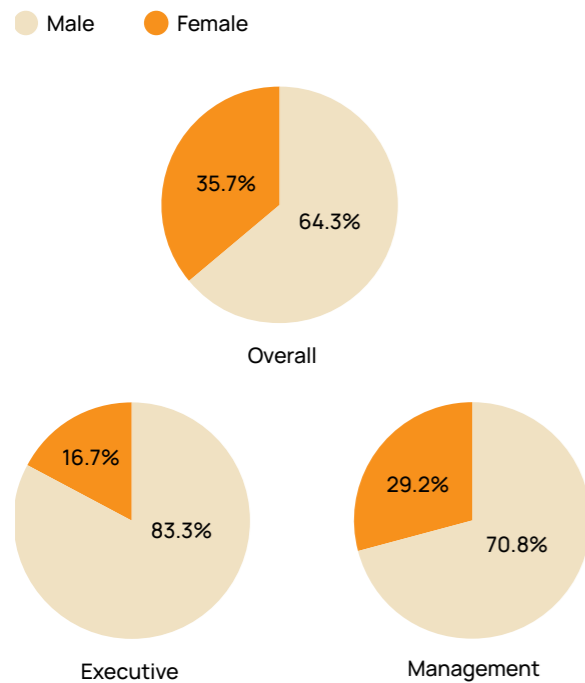
In line with our EDI objectives and our Equality Action Plan, we are committed to monitoring our EDI activities, analysing this information and publishing it in an accessible format.

Workforce Composition: Gender

Our research indicates that, with a higher proportion of males both employed in STEM fields and studying STEM-related courses, our workforce gender composition aligns closely with the industry average.

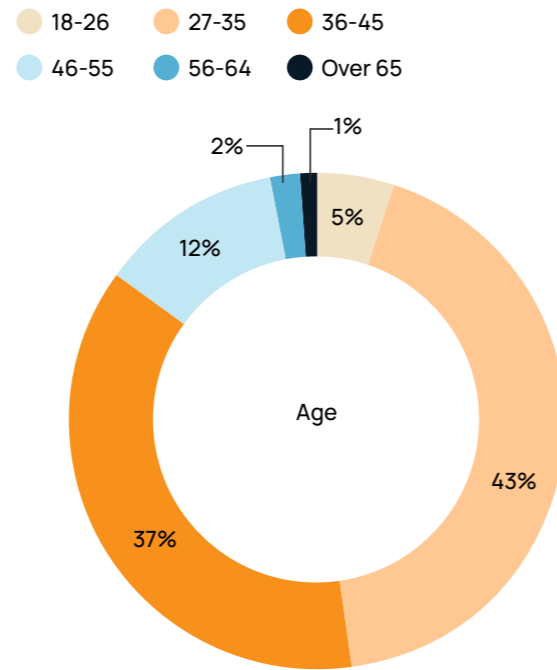
However, we are committed to going further by building a more balanced team and working to eliminate barriers that women may face in leadership roles, as well as in returning to or continuing STEM careers.

We acknowledge the gender gap within our management and executive levels, and our STEM Women in Leadership Programme is designed to develop and support our women in advancing their careers at CatSci. After the first cohort's completion, each participant has transitioned into a new or higher-level role within the company.



Workforce Composition: Age

Most of CatSci's workforce is aged between 27 and 45. To support individuals in advancing their STEM careers at CatSci as they age, we have implemented a Golden Years policy. In addition, our outreach work with local school's aims to encourage pupils to consider a career in STEM.



Languages at CatSci

Arabic	Polish	English	French
BSL	Marathi	Hindi	Welsh
Spanish	Punjabi	Urdu	Portuguese
Tamil	Italian	Telugu	Catalan
German	Malayalam	Mandarin	Kannada

A Safe Working Environment

Ensuring the health and safety of our employees is critical. We work diligently to eliminate health and safety hazards and incidents. Every employee plays a vital role in this effort by identifying and addressing risks and unsafe conditions. We strongly encourage the reporting of unsafe conditions and near misses.

All significant conditions and incidents undergo thorough investigation through a root cause analysis process. Employees are empowered and encouraged to halt and refuse actions they deem hazardous to themselves, their colleagues, the community or the environment. Our health and safety programme has been strengthened with the introduction of our 'Take Two' initiative, which encourages employees to take the time to fully assess hazards, controls, and residual risk before commencing any task.

Work-related hazards are addressed through hazard identification and reporting (including near-misses), risk assessments, job safety analyses, inspections and process hazard reviews. Our risk reduction strategies follow the hierarchy of controls, often in combination, to minimise the likelihood and severity of harm. Employees receive training in these methodologies, and our leadership works closely with each site to ensure a safe and productive work environment.

At CatSci, every incident, even without material or personal consequence is recorded and analysed.

	2023	2024
Recordable work incidents	9	0
Days Lost through incidents	2	0
Fatal Injuries	0	0

We regularly audit our sites and working practices to ensure compliance with regulations and identify areas where additional training or adjustments are needed. Relevant metrics and data are consistently reported to the Board.

Our safety committee meetings further define requirements for managing specific environmental, health, and safety (EHS) hazards or topics. These may include chemical safety, process safety, waste management, fire safety, contractor management, and critical safety standards such as personal protective equipment and experimental risk assessments.

A Healthy Working Environment

We are committed to fostering a workplace environment that prioritises the health, safety, and well-being of all employees. Our approach to team member's health promotion includes initiatives aimed at both physical and mental health, and our wellbeing forum, lovingly called WellCat, was established to support and enhance the wellbeing of all our team members, ensuring holistic support for our workforce.

Our Mental Health and Wellbeing Policy focuses on the following principles:

- ➔ Promoting mental wellbeing
- ➔ Encouraging physical health
- ➔ Equipping managers with skills to identify, assist, and provide support when needed
- ➔ Offering support to employees
- ➔ Supporting those coming back to work

Our holistic approach to wellbeing has become part of our culture, with free fruit provided at all sites and awareness days celebrated.

This year, Mental Health awareness day was marked by a bar of chocolate for each team member, raising awareness about mental health and encouraging them to take a break and boost endorphins! We have also held information sessions on topics such as diabetes awareness and menopause.



Access to Healthcare and Wellness Programmes

To ensure all team members can access medical care when they need it, we introduced a private healthcare plan for all team members. As well as GP consultations and other treatments, the plan also includes access to online health reviews and rewards healthy habits.

Mental health and Emotional well being

To support employees, we offer an agile working policy that allows employees to work flexibly to the extent of business requirements.

An Employee Assistance Programme (EAP) is available to all our team, providing confidential information and advice. In addition, we have Mental Health First Aiders who are trained to identify issues and provide initial support and signposting, and our healthcare plan provides team members with access to wellbeing apps and online services to provide preventative support for all. Our healthcare provision also includes talking therapies (CBT or counselling) for all team members, without exclusions or barriers to accessing crucial support.

We continue to offer a welfare loan provision providing financial support for employees encountering short term financial difficulties.

Our People

Workplace Ergonomics and Safety

We assess and continuously improve workplace ergonomics to prevent injuries and support long-term health. This includes adjustable workstations, regular ergonomic assessments, and training for employees on maintaining proper posture and safe work practices.

Healthy Work-Life Balance

To prevent burnout and promote well-being, we have implemented flexible work policies, remote work options, and paid leave policies. These measures empower employees to balance their professional and personal responsibilities effectively.

Monitoring and Continuous Improvement

Regular surveys and feedback mechanisms are in place to monitor employee health needs and the effectiveness of our health programmes. Insights gained are used to refine our strategies and ensure alignment with industry best practices.



Environmental Management

IN THIS SECTION

- Building a Greener Future
- Climate Risk and Opportunities
- Carbon Footprint Assessment
- Sustainable Use of Resources
- Innovative Green Science at the Heart of CatSci
- Case Study: My Green Labs Certification
- Case Study: Incorporating Sustainability in Major Projects

Building a Greener Future

We Are Committed To:

- Reducing our greenhouse gas emissions and working towards achieving carbon neutrality by 2045. We will achieve this by implementing energy efficient processes, increasing our use of renewable energy and offsetting any remaining emissions through responsible carbon offset projects.
- Conserving natural resources, including water, energy and raw materials, by implementing measures to reduce consumption, minimise waste and increase efficiency throughout our operations.
- Reducing waste generation and promoting recycling initiatives to minimise the amount of waste sent to landfills.
- Complying with applicable legal and other requirements to which the company subscribes which relate to environment and other aspects that affect the planet.



We recognise the profound impact that our business operations can have on the environment. As a responsible corporate citizen, we are committed to minimising our environmental footprint and promoting sustainability in every aspect of our operations.

Driving Carbon Reduction Through Science-Based Targets



We are committed to reducing our combined Scope 1 and Scope 2 carbon emissions by 42% by 2030 against a 2023 baseline. Following the acquisition of Reach Separations, we recognise that we will need to resubmit the baseline for the new combined entity.

Climate Risk and Opportunities

Climate change presents a significant and evolving risk to our business, impacting both our operations and supply chains. Key risks include physical risks, such as extreme weather events (floods, storms, heatwaves, and droughts), and transitional risks, including regulatory changes, shifts in market preferences, and reputational impacts. These risks can disrupt operations, increase costs, reduce access to raw materials, and alter customer demand. Furthermore, changes in climate patterns can affect global supply chains, increasing the potential for delays and rising costs. Failure to address these risks may also result in regulatory penalties and damage to our reputation.

Governance

Our Board of Directors oversees climate-related risks and opportunities, ensuring these issues are integrated into our overall corporate strategy. Senior management, supported by a cross-functional ESG committee, is responsible for implementing our climate-related initiatives, ensuring alignment across operational, financial, and risk functions.

Strategy

CatSci seeks to incorporate both physical and transitional climate risks into our corporate strategy. Physical risks, such as extreme weather events (floods, storms, heatwaves, and droughts), could directly impact our facilities, logistics, and supply chains, potentially leading to operational disruptions and increased costs. Transitional risks, including regulatory changes, shifts in market demand, and reputational considerations, can influence our financial stability and market positioning. To address these risks, CatSci's strategy emphasises resilience, exploring innovations that minimise our energy use, optimise resources, and reduce waste, aligning with global moves toward a low-carbon economy.

CatSci also views climate action as a strategic opportunity. The transition to sustainable practices and the market's growing demand for environmentally responsible products allow us to develop solutions that support our clients' climate goals. This focus strengthens client partnerships and positions CatSci as a valuable contributor to the evolving climate-resilient value chain.

Risk Management

Climate-related risks are embedded within our enterprise risk management framework, allowing us to systematically identify, assess, and respond to risks. Regular assessments are conducted to review potential climate-related impacts. Our business continuity planning (BCP) integrates climate-specific contingencies, including infrastructure safeguards and supply chain alternatives to mitigate the impacts of potential disruptions from extreme weather events or supply delays.

The company's risk management approach is regularly updated to reflect emerging guidelines and standards, ensuring CatSci's policies remain robust and proactive in addressing evolving climate-related challenges. Additionally, we actively monitor regulatory developments to anticipate and mitigate compliance risks associated with new climate regulations.

Metrics & Targets

To track our climate-related progress, CatSci has established metrics that focus on energy use, greenhouse gas emissions, and supply chain resilience. We are working to set quantifiable targets in line with industry best practices, measuring our progress toward emissions reductions, waste minimisation, and other environmental objectives. These targets are intended to drive continuous improvement and guide our transition to a more sustainable operational model.

Carbon Footprint Assessment

Scope 1 GHG Emissions

Scope 1 includes direct GHG emissions from fuels or other sources that we either own or control. To help track our carbon footprint by site we have implemented specific software, KEY ESG to help us collate and calculate our impact.

In 2022, during the upgrade of our laboratories at the Cardiff CBTC2 site, we encountered challenges in connecting a new power substation to the building. To maintain uninterrupted operations, we deployed diesel generators to ensure sufficient power supply. We are now in the final stages of resolving these challenges, which will enable the transition to mains power and the removal of the diesel generators. As a result, we expect, scope 1 emissions to fall significantly in 2025.

GHG Emissions Units in Tonnes of CO₂ equivalents

	2023	2024
Scope 1	271.9	293.9
Scope 2 (market based)	88.1	59.6

Scope 2 GHG Emissions

Scope 2 encompasses GHG emissions from purchased electricity. At leased sites where we are able to measure energy directly it done so using our own metered devices. In rented multi-occupant facilities, consumptions is derived from the total facility consumption to reflect our proportionate consumption.

Emission Intensity

The carbon emission intensity has been calculated with respect to two variables the average number of employees (Full-Time Equivalents FTE) and compared to the revenue generated in the year.

Intensity of Carbon Emissions

	2023	2024
tonCO ₂ e / FTE	3.7	3.8

Sustainable Use of Resources

Waste Generation and Waste related impacts

We are committed to reducing waste generation and promoting recycling initiatives to minimise the amount of waste sent to landfill. Following the implementation of new workplace regulations on recycling in Wales, our Welsh sites now recycle all appropriate waste as per the new guidelines.

Energy Consumption

	2023	2024
Total Energy Consumption (renewable and non-renewable)	1,670 MWh	1,498 MWh
% of energy from renewable sources	15.6%	26.5%

Resource Use & Waste

	2023	2024
Hazardous Waste (tonnes)	25.10	42.89
Non-Hazardous Waste (tonnes)	8.18	13.58
Emissions to Water (m³)	NIL	NIL

Hazardous Waste

CatSci's business operations generate hazardous waste as a by-product of the research output. However, CatSci always seeks to follow the waste hierarchy to firstly prevent waste generation wherever possible, for instance by use of in silico tools where appropriate to perform R&D activities without needing to generate waste. Where this isn't possible, CatSci reduces the quantities and types of waste generated by ensuring the work performed is of an appropriate scale to deliver scientific excellence without generating unnecessary quantities of waste, and in using wherever possible materials and processes which minimises wastes and provide the easiest and safest options for re-processing to prevent the need for terminal disposal.

CatSci has developed a strong relationship with a reliable, reputable specialist contractor for hazardous waste, and regularly engages with them to identify the optimal disposal routes. They have a national network of waste collection, processing and treatment sites, and are well placed to offer solutions for CatSci to dispose of waste in line with the highest level of the waste hierarchy. As the specialist contractor has direct control over many stages of downstream waste processing, CatSci are able to receive accurate and transparent information regarding the manner of waste processing for all waste streams, including accurate data for specific waste streams.

Energy use efficiency

CatSci are keen to incorporate energy efficiency measures in our infrastructure, and strive to ensure that renewable energy forms a major component of our energy mix.

We have engaged with energy brokers to source competitive supply agreements incorporating high-proportions of renewable electricity, and are striving to move to 100% renewable options within the next 5 years.

Minimising the wastage of other natural resources such as water has also been

considered. We have successfully implemented solutions to minimise the direct use of natural resources such as water by investing in the installation of closed-loop chilled water systems in place of "once-through" use of water for process cooling. These have successfully reduced our use of drinking-quality water by over 3 million litres per year.

Other energy reduction processes are being continuously innovated and implemented, including replacement of lights with energy-efficient LED systems, fitting of timers for lights in low-use / low occupancy spaces and installation of water aeration devices on taps and outlets to reduce water usage.

Innovative Green Science at the Heart of CatSci

At CatSci, our projects often centre on developing scalable processes for the manufacture of active pharmaceutical ingredients (APIs) that are currently in clinical development for our customers. In our approach to process development, we place a strong emphasis on environmental considerations and sustainability, alongside ensuring that the API is produced to the highest quality standards to safeguard patient safety, that the process is cost-efficient, and that it is safe for scale-up.



Case Study

A recent example of our commitment to environmental sustainability in process development involved designing a scalable manufacturing process for the first batch of a clinical candidate aimed at treating inflammation-related conditions. The initial route provided to CatSci had only been tested on a laboratory scale and presented significant challenges for scaling up, as well as a substantial environmental footprint.

Key issues included the use of non-preferred solvents like dichloromethane (DCM), a toxic solvent with carcinogenic potential that is difficult to contain due to its low boiling point, and the reliance on chromatography for purification at multiple stages—a technique that consumes large volumes of organic solvents,

making it unsuitable for large-scale production due to cost, time, and environmental concerns.

In this project, CatSci subjected all six chemical steps to rigorous optimization, resulting in a process that could be scaled up to produce an initial 5 kg batch of the API for clinical trials. We successfully eliminated the use of DCM, replacing it with more environmentally friendly solvents like 2-Methyltetrahydrofuran. Additionally, we removed all chromatography steps, making the process more scalable and significantly reducing the cost and environmental impact associated with solvent use for purification. Furthermore, the process was optimised to increase yield at each step and streamline operations, eliminating unnecessary components. This not only reduced the demand for raw materials and manufacturing time but also had a positive environmental impact overall.

Case Study

My Green Labs Certification

The My Green Lab Certification is a sustainability certification programme designed specifically for laboratories. It provides a framework for labs to implement environmentally friendly practices, reduce energy consumption, minimise waste, and improve overall sustainability.

The certification process includes evaluating a lab's practices across various categories such as energy use, water conservation, waste management, chemical use, and procurement. Labs are awarded certification at different levels (Bronze, Silver, Gold, Platinum) based on their performance and adherence to green practices.

The programme aims to promote sustainable operations within the scientific community and reduce the environmental impact of laboratory activities.

The Cardiff CatSci laboratories achieved their initial certification in 2021 and were re-certified with the Gold My Green Lab certification in 2023.

In 2024, we have begun the certification process for the labs at Dagenham and for the Reach business locations in Strasbourg and Nottingham.

Case Study

Incorporating Sustainability in Major Projects

In 2024, to support the growth of CatSci's Oligonucleotide research and development market offering, we undertook a major refurbishment of our largest laboratory space, spanning approximately 2,000 sq. ft. This initiative not only expanded our capacity but also provided an opportunity to significantly enhance the environmental performance of the facility.

The original fume cupboards, which extracted large volumes of heated or cooled air—about 29,000 m³ per hour—were a major route for energy escape (requiring replacement heating and cooling). This caused very high energy consumption and poor working conditions.

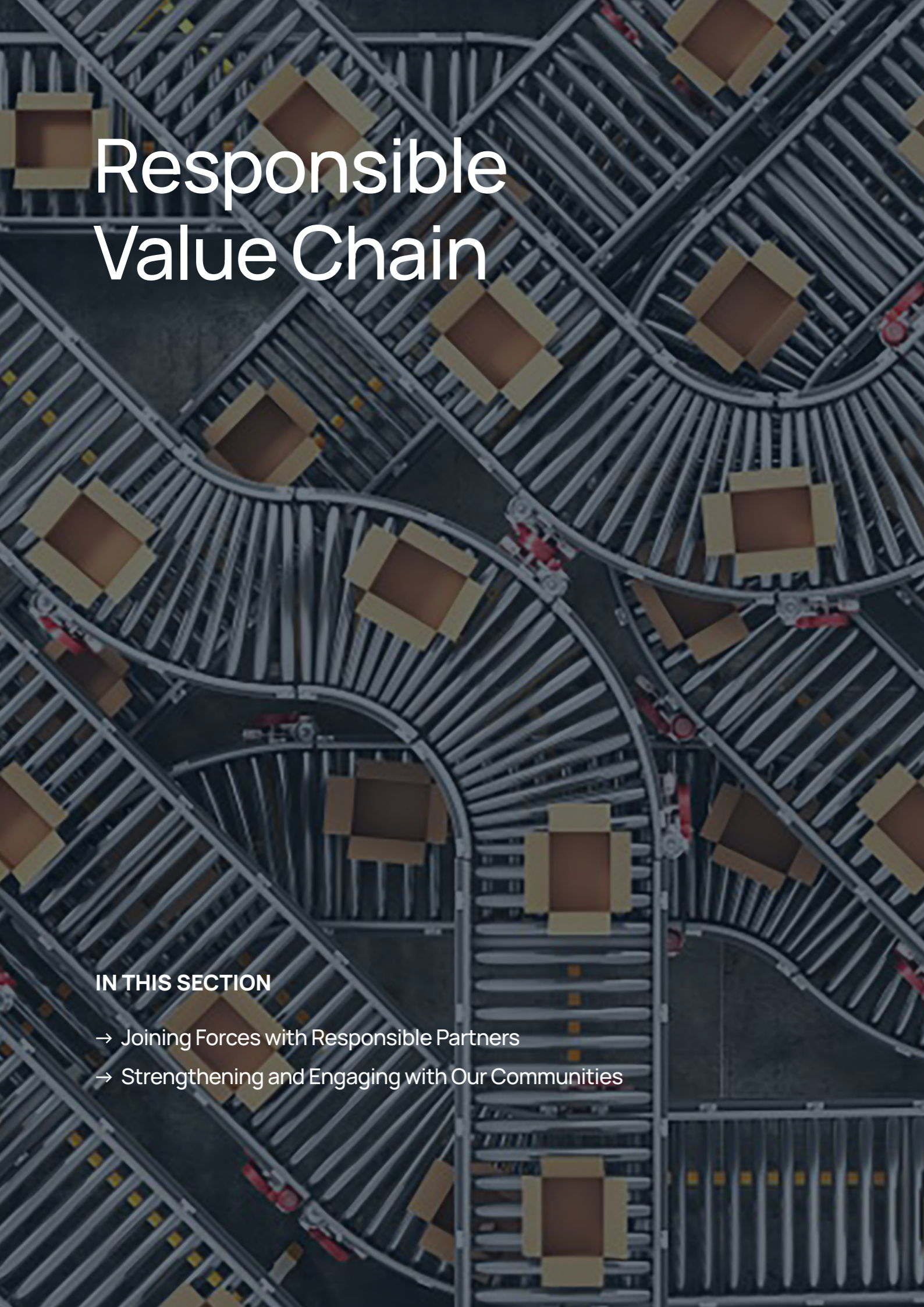
During this project, we took the opportunity to replace these systems with modern, energy-efficient alternatives that reduce air extraction while maintaining safety standards. This upgrade is expected to substantially lower the lab's energy requirements and provide a more comfortable working environment for our scientists.

A key aspect of the refurbishment was the transition from an inefficient gas boiler to an electrically-powered HVAC system, utilising Air Source Heat Pumps and Battery Heaters. This change improves temperature control and eliminates over 8,000 kg of CO₂ emissions annually. Furthermore, as the HVAC system is fully electric, it allows for the use of 100% renewable energy, which CatSci is working to secure within the next 12 months.



Additionally, all lighting and electrical systems were upgraded, including the installation of LED lighting to reduce power consumption and improve the working environment. Waste minimisation strategies during the construction phase were also implemented, reusing or refurbishing fixtures and components wherever possible, reducing both construction costs and environmental impact.

By integrating sustainability into every stage of this project, CatSci successfully minimised the environmental impact while maximising the benefits, delivering a state-of-the-art laboratory that meets both operational and environmental goals.



Responsible Value Chain

IN THIS SECTION

- Joining Forces with Responsible Partners
- Strengthening and Engaging with Our Communities

Joining Forces with Responsible Partners

We recognise the critical roles that our supply chain plays in our overall sustainability efforts. We are committed to ensuring that our supply chain operates ethically, responsibly and sustainably.

To ensure this is the case we have three key policies:

- Supplier code of conduct
- Supplier Corporate Social Responsibility policy
- Responsible purchasing policy

Supplier code of conduct

Our supplier code of conduct outlines are the minimum expectation of suppliers providing goods and/or services to CatSci. The code of conduct forms a part of onboarding all new suppliers and we continue to work through the process of ensuring all legacy suppliers meet these requirements.

Should a supplier choose not to sign up to the code of conduct; alternative evidence of compliance with the key provisions and spirit of the good practices document in the code of conduct are sought. For suppliers who are unable to provide this evidence, or those who breach (or are suspected to have breached) the code of conduct, CatSci may decide not to use their goods or services, or to withdraw approved supplier status.

Supplier Corporate Social Responsibility (CSR) policy

The supplier CSR policy ensures that all suppliers are aligned to CatSci's vision of CSR and sustainability best practice. A process to review all suppliers on a rolling basis (proportional to their importance to CatSci and risks) has been introduced, ensuring that the compliance is regularly reviewed and updated.

GHG Emissions Units in Tonnes of CO₂ equivalents

	2023	2024
Percentage of key suppliers accepted our code of conduct	94%	97%
Percentage of new suppliers that were screened using the suppliers code of conduct (environmental criteria within the code) or alternative methods	31%	43%

Responsible Purchasing policy

The responsible purchasing policy clarifies how purchases may be made by CatSci employees, ensuring that these are only made for business-related purposes, by an authorised person, with approval of the budget holder, and using an approved payment method.

This policy includes the concept of Approved and Preferred suppliers (managed by our procurement team), setting out how all employees should use these by preference.

Strengthening and Engaging with Our Communities

Throughout our community engagement activities, we are committed to making an impact in our local communities

Volunteer Days

We are committed to work with our local community at all levels. We have continued to promote our volunteering programme which provides every team member with access to two paid volunteering days each year to support a charity, or charitable cause of their choice.

Charity of the Year

We have supported the Velindre Cancer Centre as our charity of the year in 2024 with activities and fundraising events. Our charity of the year is chosen by our team members, ensuring the charity is close to the hearts of our CatSci community.



Case Study

Valued Schools Partner

We continue to work closely with our local community and have maintained our "valued partner" status with four local schools.

The valued partner initiative gives recognition to employers who support individual schools through Careers Wales employer engagement activities.

Specific activities with these schools in the year have included:

- ➔ Laboratory tours for local schools
- ➔ Careers fairs
- ➔ Career routes in chemistry talks
- ➔ Labour market information careers sessions
- ➔ Practical demonstrations



About This Report

Scope and Aim

Unless stated otherwise, all reporting covers our financial year 2024, from 1 January to 31 December 2024.

This reports includes Data from CatSci Invest Limited and all of its subsidiaries.

Any new subsidiaries acquired in the year such as Reach separations are added to the annual report in their first full year following acquisition. This report highlights only the most significant process and data updates from 2024 and is not intended to be an exhaustive description of our corporate responsibility programmes and focus areas.

Reporting Frameworks Followed

This report has been prepared in consideration of the Global Reporting Initiative (GRI) Standards, focusing on material topics and disclosures relevant to our stakeholders.

GRI Index

Statement of Use

CatSci Invest Limited has reported the information cited in this GRI content index for the period 1 January to 31 December 2024 with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Page	Section/Comments
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organisational details		CatSci Invest is the ultimate company in the CatSci group. It is a Private limited Company registered in England and Wales with Company No. 14127257. CatSci Invest Limited, CBTC2, Capital Business Park, Wentloog, Cardiff, CF3 2PX, United Kingdom Tel: +44 33 0025 0170 The group has operations in the UK, in its laboratories in Cardiff, Dagenham and Nottingham and in France in its Laboratory in Strasbourg. Please consult our website for further details: www.catsci.com
	2-2 Entities included in the organisation's sustainability reporting	45	About This Report
	2-3 Reporting period, frequency and contact point	4	A Letter from Our CEO
		45	About This Report For any questions about this report or any information included in this report please contact the CFO of the CatSci group, Mark Bate on mark.bate@catsci.com
	2-6 Activities, value chain and other business relationships	4	A Letter from Our CEO
		7	Our Purpose
		9	Expanding the Boundaries of Science
	2-7 Employees	25	Our Commitment to Quality Employment
		27	Diversity, Inclusion and Equality
2-9 Governance structure and composition	19	Board of Directors	
	20	A Resilient and Robust Governance Structure	

Appendix

GRI Standard	Disclosure	Page	Section/Comments
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	20	A Resilient and Robust Governance Structure
	2-14 Role of the highest governance body in sustainability reporting	20	A Resilient and Robust Governance Structure
	2-22 Statement on sustainable development strategy	4	A Letter from Our CEO
		13	Sustainability at CatSci
	2-23 Policy commitments	21	Building a Culture of Integrity
	2-24 Embedding policy commitments	21	Building a Culture of Integrity
	2-25 Processes to remediate negative impacts	21	Building a Culture of Integrity
	2-26 Mechanisms for seeking advice and raising concerns	21	Building a Culture of Integrity
	2-27 Compliance with laws and regulations	21	Building a Culture of integrity
		38	Case study: My green lab certification
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15	Materiality Assessment
	3-2 List of material topics	15	Materiality Assessment
	3-3 Management of material topics	18	Compiled under each of the following sections in this report: • Governance and Sustainability Oversight • Our People • Environmental Management • Responsible Value Chain
		24	
32			
40			
Economic			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	21	Building a Culture of Integrity
	205-2 Communication and training about anti-corruption policies and procedures	21	Building a Culture of Integrity
	205-3 Confirmed incidents of corruption and actions taken	10	2024 Sustainability Highlights

GRI Standard	Disclosure	Page	Section/Comments
Environmental			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	36	Sustainable Use of Resources
	302-4 Reduction of energy consumption	36	Sustainable Use of Resources
	302-5 Reductions in energy requirements of products and services	36	Sustainable Use of Resources
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	35	Carbon Footprint Assessment
	305-2 Energy indirect (Scope 2) GHG emissions	35	Carbon Footprint Assessment
	305-3 Other indirect (Scope 3) GHG emissions	35	Carbon Footprint Assessment
	305-4 GHG emissions intensity	35	Carbon Footprint Assessment
	305-5 Reduction of GHG emissions	33	Building a Greener Future
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	36	Sustainable Use of Resources
	306-3 Waste generated	36	Sustainable Use of Resources
Social			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	41	Joining Forces with Responsible Partners
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	25	Our Commitment to Quality Employment
	401-3 Parental leave	25	Our Commitment to Quality Employment

GRI Standard	Disclosure	Page	Section/Comments
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	29	A Safe Working Environment
	403-3 Occupational health services	30	A Healthy Working Environment
	403-5 Worker training on occupational health and safety	29	A Safe Working Environment
		30	A Healthy Working Environment
	403-6 Promotion of worker health	29	A Safe Working Environment
		30	A Healthy Working Environment
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	29	A Safe Working Environment
	403-9 Work-related injuries	29	A Safe Working Environment
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	25
404-2 Programs for upgrading employee skills and transition assistance programs		25	Our Commitment to Quality Employment
404-3 Percentage of employees receiving regular performance and career development reviews			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	27	Diversity, Inclusion and Equality
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	42	Strengthening and Engaging with Our Communities
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	41	Joining Forces with Responsible Partners
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	23	Cybersecurity and Information Privacy

Annual Sustainability Report

Year Ended 31st December 2024



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