Quotient Sciences

Molecule to cure. Fast.™

Our Progress Towards Our Environmental, Social & Corporate Governance Commitments

2024 ESG Report

quotientsciences.com

Table of Contents

Foreword: A message from our CEO	2
Who We Are	3
Our Commitments	4
Introduction	5
Our Journey So Far	6
A Recap of Our 2024 Objectives	7
Materiality Assessment	8
Environment	9
GHG Emissions	10
Environmental KPIs	11
My Green Labs Ambassador Program	12
Biodiversity	14
Waste	15
Water	16
Diversity, Equity & Inclusion	19
Colleague Health & Safety	23
Colleague Wellbeing	27
Learning & Development	30
Career Management	31
Community@Q	33
Charitable Giving	42
Governance	43
Sustainable Procurement	45
Awards & Recognition	46
Conclusion	47

As we reflect on 2024, I am proud of the strides Quotient Sciences has made, not only in accelerating drug development for our partners and patients, but also in advancing our Environmental, Social, and Governance (ESG) commitments.

This year marked a turning point in how we measure and manage our environmental impact. For the first time, we fully incorporated emissions from Purchased Goods & Services into our Scope 3 reporting, resulting in a more complete and transparent greenhouse gas inventory. While this led to a significant increase in reported emissions, it reflects our pledge to put accuracy over optics, a principle that underpins our entire ESG strategy.

We also piloted the My Green Lab Ambassador Program, empowering our scientists to lead sustainability efforts from within the labs. Initiatives like these are helping us embed environmental stewardship into our day-to-day operations, from reducing energy use to rethinking single-use plastics.

Beyond the environment, we continued to invest in our people and communities. Our global DEI training program reached colleagues across all sites, and our STEM outreach efforts inspired the next generation of scientists. We also became a proud signatory to the UN Global Compact, aligning our operations with its ten principles on human rights, labor, environment, and anti-corruption.

These achievements are the result of collective effort. I am continually inspired by the passion and purpose our teams bring to their work. ESG is not a standalone initiative, but principles that are woven into the fabric of who we are and how we operate each day.

Throughout 2025, we are setting ambitious goals to further our ESG: committing to a Science-Based Target, expanding our My Green Lab Ambassador Program, and deepening our supplier engagement to drive sustainability across our value chain.

Thank you for being part of our journey. Together, we are building a more sustainable, inclusive, and resilient future.

Thierry Van Nieuwenhove
Chief Executive Officer

Who We Are

Quotient Sciences is a drug development and manufacturing accelerator providing integrated services across the entire development pathway.

Our Manifesto

Cutting through silos to deliver across a range of drug development capabilities.

Our science, agility and culture combine to save precious time and money in getting drugs through development so they can be delivered to patients in need.

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

Humanity needs solutions. Fast.

Quotient Sciences' ESG commitments are closely aligned with our mission to help our pharma and biotech partners accelerate the development of new medicines for patients.

Integrating ESG principles into our operations allows us to help drive meaningful change while delivering long-term value to our stakeholders. Through these efforts, we are making a positive, lasting impact on both society and our industry.

1. Creating a safe, diverse, and inclusive workplace
2. Reducing our impact on the environment
3. Positively impacting our local communities
4. Conducting business in an ethical and compliant manner
5. Working with suppliers that share our sustainability goals

Quotient Sciences' governance framework is built to ensure strong oversight and accountability for all ESG-related matters. In 2024, we continued to enhance this to better reflect evolving industry standards and support our long-term sustainability goals.

Our dedicated ESG Committee plays a pivotal role in shaping and steering our ESG strategy. Meeting quarterly, the committee is responsible for:

- Defining strategic ESG priorities
- Monitoring performance against key metrics and targets
- Ensuring compliance with relevant regulations and best practices
- Recommending initiatives that drive continuous improvement

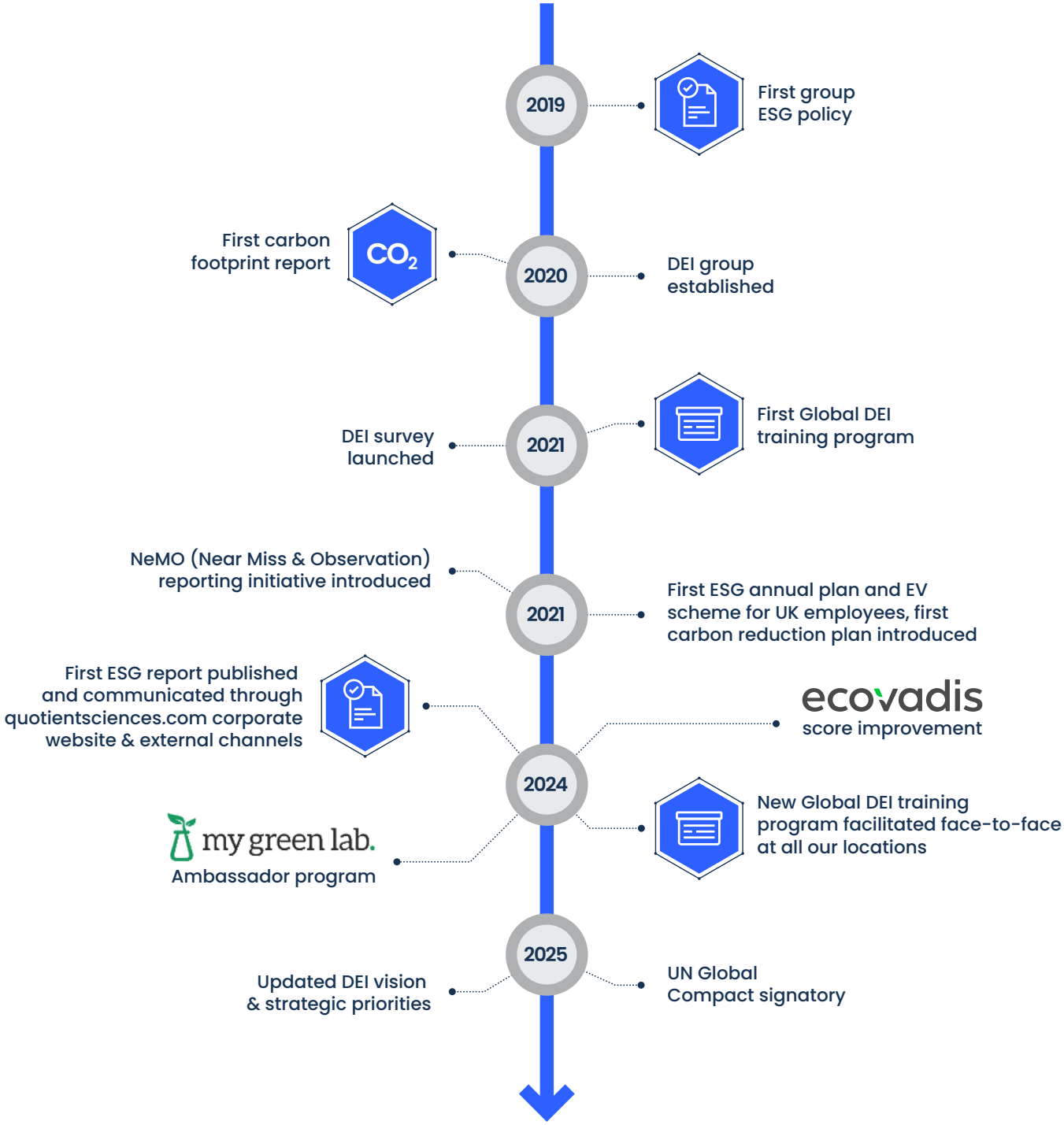
This year, we conducted a comprehensive review of our ESG policy, resulting in a revised and strengthened version that aligns more closely with both internal ambitions and external expectations. The updated policy reinforces our approach to climate risk, ethical governance, and social impact–ensuring we remain responsive to stakeholder needs and regulatory developments.

A key milestone in 2024 was the enhancement of our greenhouse gas (GHG) inventory. For the first time, we fully incorporated emissions from Purchased Goods & Services into our Scope 3 reporting. This methodological improvement led to a notable increase in reported emissions compared to 2023. This was not due to a decline in performance, but because of a more comprehensive and accurate representation of our environmental footprint.

This evolution in our reporting reflects our unwavering pledge to transparency. We understand that the path to reducing our emissions is not always linear, but we remain steadfast in our efforts to make meaningful progress.

Clear, consistent ESG reporting is essential to building trust with our stakeholders and driving measurable change. That's why this year, we're also shining a spotlight on the individuals across Quotient Sciences who are championing sustainability and driving real impact–because it's our people who power our progress.

We hope this report provides valuable insight into our journey and inspires confidence in the steps we're taking toward a more sustainable future.


2019
First group ESG policy
2020
First carbon footprint report
CO2
DEI group established
2021
DEI survey launched
First Global DEI training program
2021
NeMO (Near Miss & Observation) reporting initiative introduced
First ESG annual plan and EV scheme for UK employees, first carbon reduction plan introduced
2024
First ESG report published and communicated through quotientsciences.com corporate website & external channels
ecovadis
score improvement
my green lab.
Ambassador program
New Global DEI training program facilitated face-to-face at all our locations
2025
Updated DEI vision & strategic priorities
UN Global Compact signatory

Leveraging ESG Data from Key Suppliers

We have begun integrating ESG performance data into our supplier assessments, helping us make more informed, responsible sourcing decisions.

Communicating Our ESG Commitments Publicly

Our ESG initiatives and progress are now more visible through dedicated updates on our website, reinforcing transparency and accountability.

Joining the UN Global Compact

We proudly became a signatory to the UN Global Compact, aligning our operations with its ten principles on human rights, labor, environment, and anti-corruption.

Improving Our EcoVadis Score

We continue to enhance our sustainability practices in line with EcoVadis criteria.

Delivering DEI Training Across the Organization

Our new DEI training program has been rolled out to all colleagues, fostering a more inclusive and aware workplace culture. This has been completed by 79% of our colleagues globally.

Expanding Education Outreach at All Sites

Each of our sites has strengthened its engagement with local schools and educational institutions, broadening our impact on future talent and community development.

Advancing Lab Sustainability Through My Green Lab

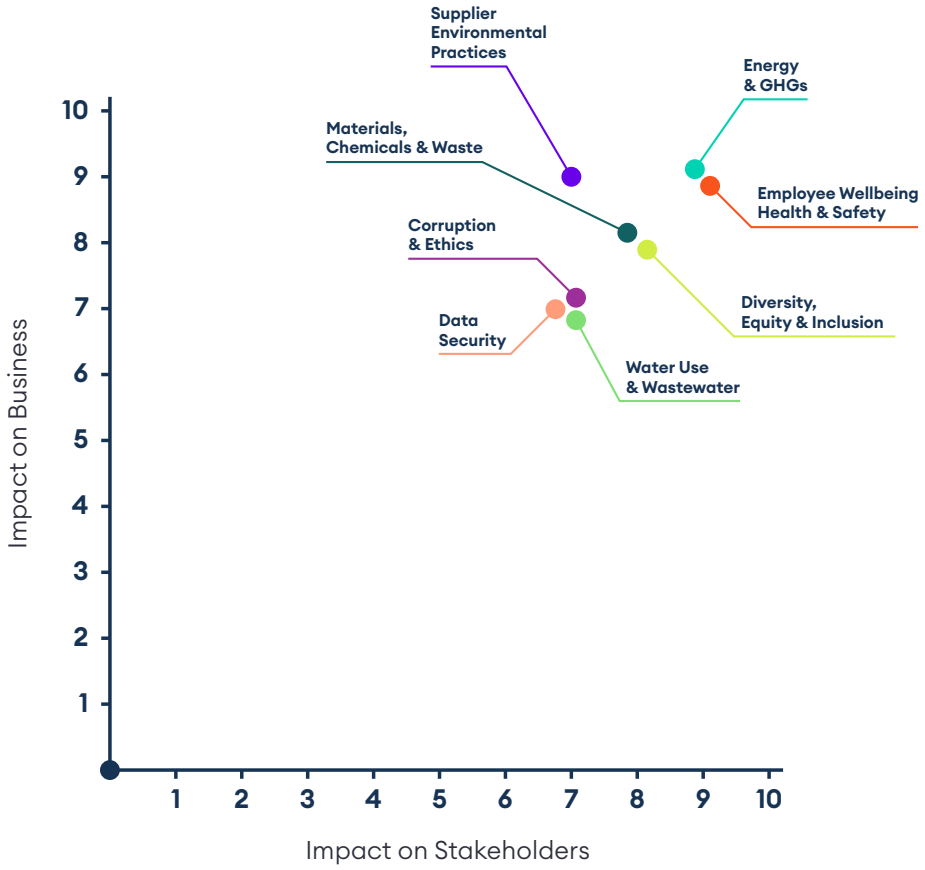
We are utilizing the My Green Lab Accredited Program to deepen our scientists' understanding of sustainable lab practices, with participation steadily increasing.

Understanding and prioritizing the most relevant sustainability issues helps us drive long-term value for our stakeholders and the communities we serve.

In 2024, we conducted a materiality assessment to identify the ESG topics most critical to our business, based on our operations, stakeholder expectations, and industry best practices.

This assessment was informed by our greenhouse gas inventory, internal stakeholder input, and external frameworks such as the GHG Protocol and the UN Global Compact.

Results of 2024 materiality assessment:



Quotient Sciences is committed to aligning with industry best practices and evolving its ESG strategy to reflect these material priorities.

In 2024, Quotient Sciences made significant strides in enhancing the transparency and scope of its environmental reporting.

For the first time, we fully accounted for emissions from Purchased Goods & Services, Downstream Transportation & Distribution, and End-of-Life Treatment of Sold Products, aligning with the GHG Protocol Corporate Standard.

Our environmental strategy is guided by the principles of relevance, completeness, consistency, transparency, and accuracy, ensuring that our data supports meaningful action and continuous improvement across our global operations.

Highlights for 2024

100%

100% of our electricity usage in the UK was from renewable energy sources

REC Certificates

We purchased multiple renewable energy certificates (REC) in the US

30.12%

Globally, 30.12% of electricity usage was purchased from renewable sources or supported by RECs

Total GHG Emissions: 20,356 tCO_2e (Market-based)

Scope 1
Direct emissions
2,368 tCO_2e

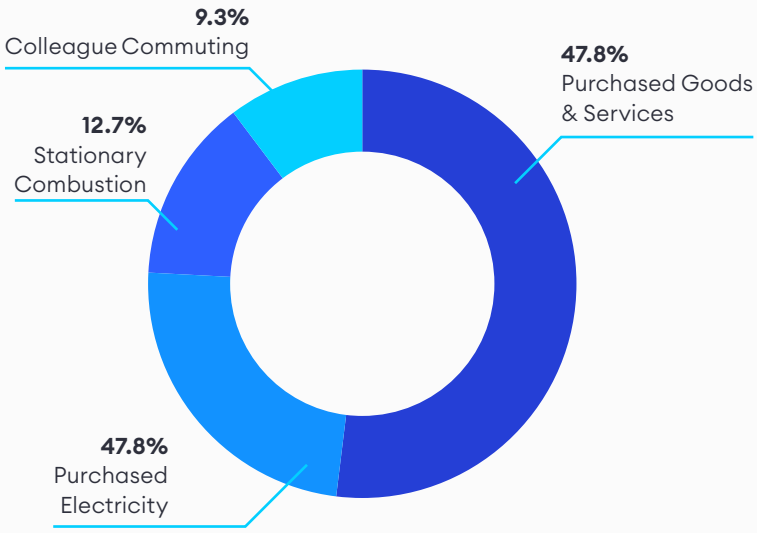
Scope 2
Indirect emissions from energy
3,865 tCO_2e

Scope 3
Other indirect emissions within our value chain
14,123 tCO_2e

Top Emission Sources

- Emissions increased 108% year-on-year, primarily due to the inclusion of Scope 3 Purchased Goods & Services
- Scope 3 emissions now represent 69% of total emissions

Breakdown of top emission sources



Year-on-Year Change

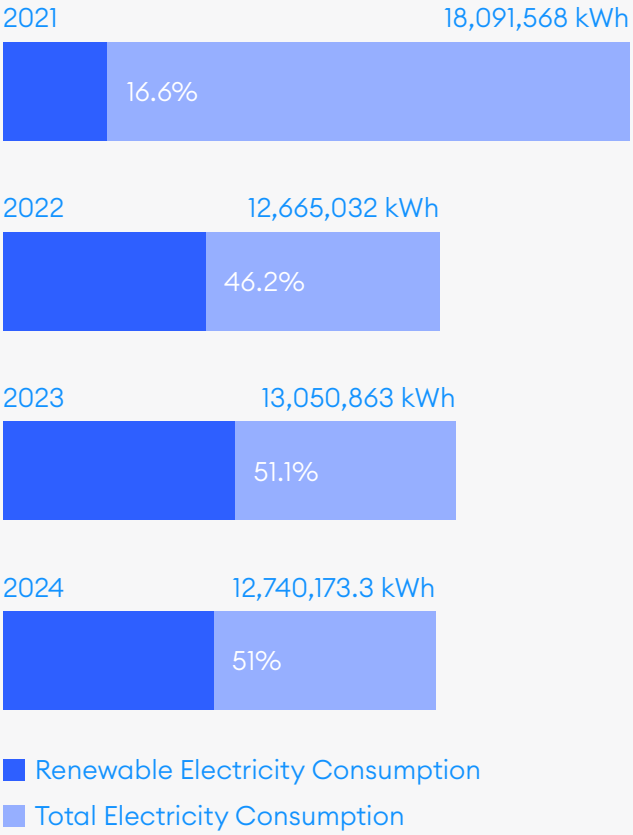
For the first time, Quotient Sciences has fully estimated emissions from Purchased Goods & Services, resulting in an additional 8,640 tCO_2e increase in this category, a substantial increase compared to 2023 when we were unable to capture this emissions source.

This reporting aligns with our goals for transparency and continuous improvement in sustainability practices. It also provides a stronger foundation for engaging suppliers and identifying opportunities to reduce emissions across our value chain.

2024 Total Electricity Consumption

12,740,173.3 kWh

Renewable Electricity Consumption



2024 Total Energy Consumption

20,528,015.2 kWh

Material Environment Incidents

Spotlight on Jordan Dickens, My Green Labs Accredited Professional, and Principal Formulation Scientist at our Nottingham Site.

What inspired you to take part in the My Green Lab Ambassador Program?

In my role, I am often at the forefront of trialing new equipment, materials, and training programs to see how we can best apply them to improve our lab's efficiency. I was excited when the opportunity came up to trial this program and look forward to seeing others complete it in the future, as well.

What did you learn from the program that surprised or inspired you the most?

The most surprising thing that I learned during the program was the state of plastics recycling; just 9% of plastic waste globally is successfully recycled, and the amount of plastic waste generated in laboratories. Scientists are on average producing 1,000 kg of plastic waste per year.

Unfortunately, the nature of our waste is such that it is generally contaminated with hazardous substances and incineration is the only safe means of disposal. This means that we must focus on reduction rather than recycling.

Were there any modules or topics that resonated with you or felt especially relevant to your work?

I found the "Procurement" and "Waste" modules particularly eye-opening and potentially transformative. They highlighted the significant role of Scope 3 emissions (those generated both upstream and downstream of a business), which often constitute the majority of a company's total emissions. This is especially relevant in scientific and pharmaceutical environments, where many materials are single-use, individually packaged, and ultimately incinerated.

How has the program changed the way you think about sustainability in the lab environment?

The course has personally opened my eyes up to some of the ways of working that I would have otherwise not questioned, again particularly with regards to what I can re-use without affecting the quality of my work, ensuring that the waste I generate is sorted appropriately.

How do you see the role of scientists evolving in the context of sustainability and ESG goals?

The course teaches that up to 70% of the energy that could be saved is directly impacted by the working practices of the scientists. Simple things such as turning off appliances when not in use or making process decisions with sustainability markers considered as a "Critical Quality Attribute" could have a huge impact. The early phase of development that Quotient Sciences occupies has huge implications for the pharmaceutical development cycle, ensuring that products and processes start out with sustainability in mind could make a huge difference over that product life cycle.

Have you implemented any changes in your lab practices as a result of what you learned? If so, what kind of impact have you seen?

We've made targeted improvements to reduce energy consumption and single-use plastic waste in our operations. For example, our drying cabinets, previously running 24/7, are now equipped with timers to operate only 12 hours per day, resulting in a 50% reduction in energy use. In addition, we've addressed unnecessary plastic waste in our laboratories. Scientists often use disposable polypropylene weigh boats as scoops, which are discarded after a single use and typically incinerated. To reduce this waste, we've introduced reusable HDPE powder scoops, which can be washed and reused indefinitely. These are just some of the changes we are making to improve sustainability in our labs.

What advice would you give to colleagues who are considering becoming a My Green Lab Ambassador?

The course can be picked up and put down – it's 6 – 8 hours or so of your time, why wouldn't you?

Take the modules in whichever order you wish, personally, depending on how much time I felt I was going to have undisturbed I selected the modules based on my perception of current level of understanding e.g. if I felt I wasn't going to have much time, I went with "energy"; if I knew I had a full hour or two uninterrupted I jumped into "Green chemistry" or "Procurement".

In 2024, we continued to enhance local biodiversity by initiating a rewilding project at our Nottingham site. This initiative is part of our broader goals for sustainability and ecological stewardship.

The rewilding effort focuses on transforming underutilized green space into a thriving natural habitat. By reducing mowing frequency, planting native wildflowers, and allowing natural vegetation to flourish, we are creating a sanctuary for pollinators, birds, and other wildlife.

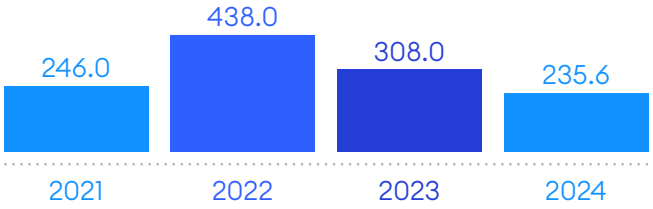
This approach not only supports biodiversity but also contributes to carbon sequestration, improved soil health, and water retention.

We are committed to reducing our environmental footprint by managing waste responsibly and embedding a culture of Continuous Improvement (CI) across our operations.

In 2024, we took meaningful steps to eliminate waste at its source - not just through operational efficiencies, but by empowering our people to drive change. We believe that building a CI culture is a shared responsibility and that together, we can make a difference.

Year-over-Year Performance

Total weight of waste recovered (metric tons)



2024 Highlights

- **24% reduction from 2023 levels. This reflects improved waste management practices and increased data accuracy**
- **We maintained full compliance with hazardous waste regulations and implemented additional training for relevant colleagues to ensure safe handling and disposal**

The reduction in the reported metric tonnes of waste recovered in 2024 reflects two key factors: firstly, the implementation of targeted waste reduction initiatives across our sites, and secondly improved data accuracy and reporting processes. This gives us a more accurate baseline for future performance measurement.

Our commitments

- Identify and implement at least two measurable waste reduction initiatives in 2025 and 2026, based on waste audit data and operational priorities
- Conduct a formal study in 2026 to assess the use of single-use plastics in our clinical operations, identifying at least two viable sustainable alternatives by Q4 2026
- Continue to regularly review procedures related to hazardous waste management to decrease the risk of pollution

By combining data-driven waste management with a culture of continuous improvement, we are creating a more sustainable, efficient, and empowered organization.

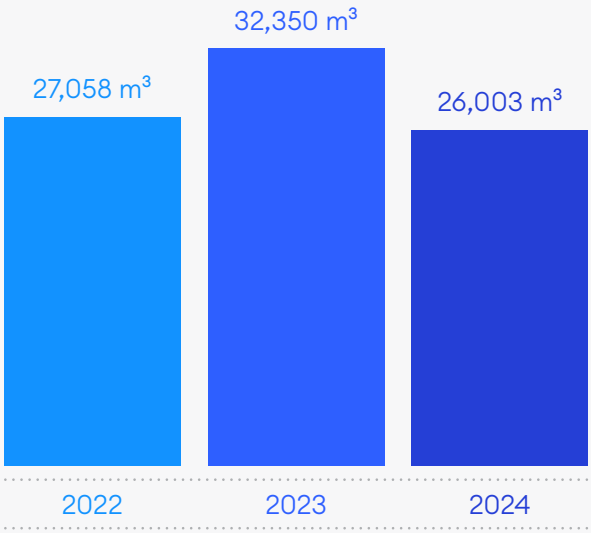
Certain manufacturing processes, particularly those involving API (Active Pharmaceutical Ingredients) can consume significant amounts of water and generate substantial amounts of wastewater.

Water is an essential global resource that we look to protect. Wherever possible, we aim to reduce our water consumption and ensure that all wastewater is managed responsibly and in compliance with local regulations.

Standard Operating Procedures are in place at all sites to guide colleagues in the compliant and responsible disposal of wastewater generated by our operations.

Total water consumption

Cubic metres



2024 Highlights

- We enhanced water metering across several sites, enabling more accurate tracking of usage and identifying opportunities for reduction.
- We piloted the My Green Lab Ambassador Program, an initiative aimed at educating lab technicians on sustainable lab practices. The program includes modules on water conservation, helping to embed environmental awareness into day-to-day lab operations and fostering a culture of sustainability across scientific teams.

Our commitments

- Continue exploring opportunities to reduce water consumption and use water-saving technologies.
- Identify and implement at least two measurable water reduction initiatives in 2025 and 2026 based on site-level water consumption data and operational needs.
- Implement a formal leak detection and response protocol at all sites by Q4 2025 with a target to resolve any identified leaks within 48 hours.

For our organization, diversity, equity, and inclusion are not just values—we see them as the essential foundation for building strong teams, nurturing leadership, and creating a collaborative workplace culture.

We strive to cultivate an inclusive environment where every colleague feels accepted, respected, and empowered to be themselves. As a global organization, we embrace the richness that comes from a workforce reflective of the world around us.

Our DEI colleague organized group plays a vital role in delivering events that raise awareness globally on DEI topics, championing inclusion across the business. Working with our People Team, this group helps support our DEI strategy, ensuring that our plans are meaningful and impactful.

Our Commitments

We are dedicated to:

- Delivering learning experiences and awareness programs that celebrate our differences
- Embedding inclusive values into everyday interactions and team dynamics
- Creating a safe space where colleagues can bring their full selves to work
- Ensuring every voice is heard and respected
- Promoting fair and inclusive recruitment practices to attract diverse talent
- Supporting career growth for all, enabling colleagues to thrive and contribute their best

Spotlight on Jennifer Lattimer, Executive Director & Head of Global Inside Sales Management and Chair of our DEI Colleague Organized Group (COG)

What were the DEI group's main goals for 2024?

- **Promoting an environment where all individuals feel respected, valued, and empowered to contribute fully**
- **Providing education and training to build awareness, empathy, and skills for navigating diverse perspectives and experiences**
- **Strengthening our public-facing DEI presence through our website to authentically showcase our values and attract diverse talent**

Can you share a few standout initiatives or milestones from this year that you're particularly proud of for 2024?

In 2024, Quotient Sciences launched "Creating an Inclusive Workplace", a comprehensive training program designed to foster inclusive behaviors and cultural awareness across all regions. During these sessions colleagues co-created a set of cultural commitments that reflect our shared responsibility in building an inclusive workplace. Additionally, DEI was prominently featured in the updated Quotient website, reinforcing our commitment to transparency and accountability.

Were there any challenges or unexpected lessons that shaped your approach to DEI this year?

As an organization, we had a growing awareness around the need for broader organizational knowledge around inclusive workplace practices. In response, the People Team launched a new Global DEI training program that addressed these challenges while encouraging open dialogue and mutual understanding.

How have colleagues across different departments engaged with DEI initiatives in 2024?

Colleagues from across the business actively participated in DEI engagement events such as PRIDE, Juneteenth, International Women's Day, and Hispanic Heritage Month. These initiatives fostered cross-departmental collaboration and strengthened our sense of community and shared purpose.

Have you seen any shifts in workplace culture or colleague feedback as a result of your efforts?

The "Creating an Inclusive Workplace" training sparked meaningful conversations and received positive feedback across all sites. Colleagues expressed appreciation for the opportunity to engage in open dialogue and reflect on how they contribute to a more inclusive environment.

How has leadership supported DEI efforts this year?

Our CEO, Chief People Officer, and site leaders have actively championed DEI by encouraging participation and reinforcing its importance at all levels. Their visible support has helped embed DEI into the fabric of our global culture and operations.

What strategies have been most effective in building awareness and participation across Quotient?

In-person training and collective celebrations have proven highly effective in driving education, engagement, and awareness. These experiences create space for connection and learning, while reinforcing our DEI values.

What are your top priorities for the DEI group in 2025?

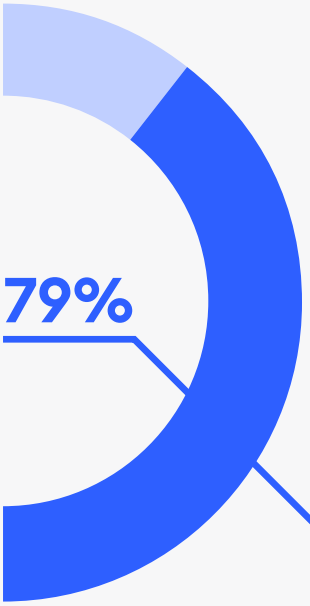
In 2025, Quotient Sciences will launch "Let's Talk" sessions on key inclusion topics such as psychological safety, speaking up, and respect. We aim to continue our training and education, enhance inclusive hiring practices, and begin to collect updated demographic data to better understand our colleague population.

How can leaders and colleagues at all levels contribute to advancing DEI in their everyday work?

We lead with curiosity, fostering a culture where colleagues are encouraged to speak up, continuously educate themselves, and support diverse voices. By celebrating and raising awareness of different cultures and lived experiences, we create a more inclusive and equitable workplace. Every individual plays a role in advancing DEI through everyday actions that reflect empathy, respect, and openness.

Creating an Inclusive Workplace

In 2024, 79% of colleagues globally completed DEI training.



In 2024, Quotient Sciences launched a new global DEI Training Program designed to foster a culture of acceptance, belonging, and empowerment across all our sites. These trainings are a key part of embedding inclusivity into our organization, ensuring every colleague feels respected, valued, and empowered to thrive.

Developed in collaboration with our DEI Group, the program provides colleagues with the tools and insights to recognize unconscious bias, embrace diversity, and contribute to a more inclusive workplace.

The program began with in-person sessions at our Miami site, facilitated by members of our People Team and DEI Group. The sessions continued across our Philadelphia and UK locations, with a 79% completion rate across all locations.

All colleagues were invited to participate in a face-to-face session titled “Creating an Inclusive Workplace” and complete an introductory e-learning module on DEI and Unconscious Bias.

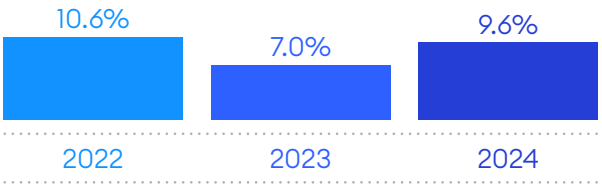
Our first-ever DEI training session was also delivered in Spanish–a significant milestone in our commitment to fostering an inclusive and accessible workplace. This session, held at our Miami site and led by Yaner Figueroa, Senior People Business Partner, ensured greater inclusivity so that language was not a barrier to participation in DEI.

These trainings represented meaningful steps to ensure that all colleagues have equal access to the tools, knowledge, and conversations that promote empathy, understanding, and collaboration. This initiative reflects our belief that inclusivity must be embedded in every aspect of our culture and that creating a sense of belonging is a shared responsibility across our organization.

Diversity, Equity & Inclusion

Key performance indicators

UK Average Adjusted Gender Pay Gap



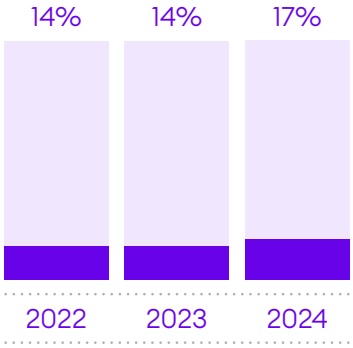
The unadjusted gender pay gap in 2024 was 9.6%, an increase from 7% in 2023, but slightly lower than 10.6% in 2022.

We recognise that our gender pay gap is still largely reflective of fewer women in the most senior and leadership roles that are likely to pay more, as well as in commercial and business development roles that are more likely to receive a bonus/commission.

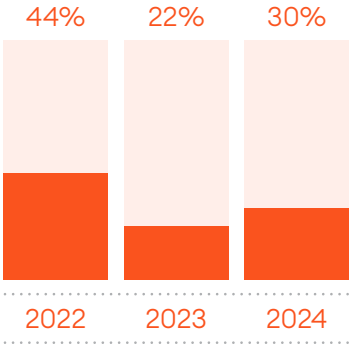
We produce an annual gender pay gap report in line with UK legislation which requires companies that have 250 or more colleagues to report their gender pay gap data.

For our company that means the gender pay gap data reflects colleagues who work for Quotient Sciences Limited, who are primarily based at our Nottingham, Edinburgh, and Reading locations.

% Female Board Members



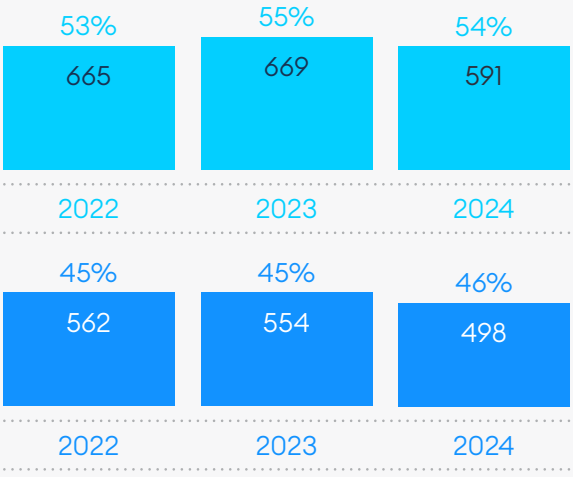
% Female Executive Management



% Colleagues by Gender

Female | **Male**

Our total headcount in 2024 was 1,089, with 54% of our colleagues being women and 46% of our colleagues being men.



At Quotient Sciences, we are committed to creating an environment where every colleague thrives. We offer all our colleagues the same growth, support, and career opportunities regardless of gender. We've invested in leadership training for all colleagues in people leader roles and continue to place Learning & Development (L&D) at the heart of our culture, ensuring everyone has the tools and support to reach their full potential.

Flexible approaches to working are offered wherever possible, helping colleagues balance their personal and professional lives while progressing their careers.

While our gender pay metrics are generally better than the UK average and have shown consistent improvement since we began reporting, we continue to recognise that there is still more to do.

We are committed to fostering a proactive and positive safety culture — one that prioritizes early reporting, thorough investigation and continuous improvement.

Our various EHS forums and groups (includes H&S Committees, Radiation Protection teams and other Safety Champion functions) play a vital role in keeping compliance under review, identifying opportunities for improvement and being involved in developing and implementing safer ways of working.

We also provide comprehensive, engaging training programs that are regularly reviewed and updated to reflect evolving best practices and our commitment to excellence in workplace safety.

Our Commitments

- To promote a positive safety culture within Quotient Sciences
- Ensure compliance with applicable health and safety legal framework
- Continue to educate, train and motivate colleagues to work in a safe and environmentally responsible way
- Continue to investigate safety incidents effectively, working together to implement robust measures to reduce the risk of recurrence

Protecting the health, safety, and wellbeing of our colleagues is a top priority. Across all our sites, a dedicated team of Environmental, Health & Safety (EHS) professionals work closely with managers and colleagues to ensure robust systems are in place to mitigate workplace safety risks and protect our people.

2024 Safety Snapshot	2023	2024
Fatalities	0	0
OSHA / HSE Reportable injuries	4	1
Observations	1341	1311
Sites for which an colleague H&S risk assessment has been conducted	100%	100%
Number of work-related accidents	66	65

We believe that safety is everyone's responsibility. That's why we actively encourage colleague involvement through our NeMO (Near Miss & Observation) reporting initiatives to promote proactive safety reporting, linking it to our recognition and reward programs to reinforce positive behaviors.

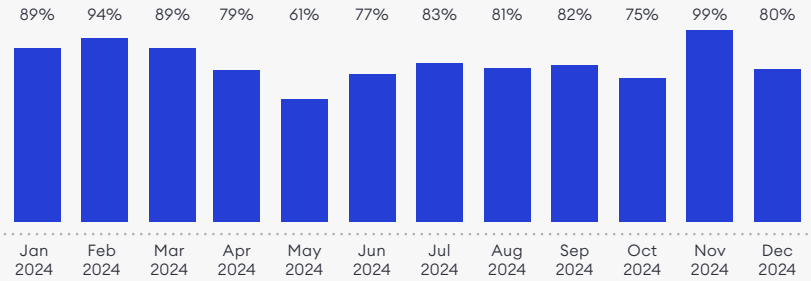
Number of days lost to work-related injuries in 2024

15

Observation reporting plays a crucial role in helping us achieve our objective of zero reportable injury accidents across all sites each year. By encouraging the reporting of safety observations, we gain the opportunity to identify and resolve minor issues before they escalate into more serious incidents. Our objective is to see a year-on-year increase in observation reports, reflecting a proactive and engaged safety culture.

EHS Training Participation by month

Our EHS training programs continue to engage colleagues across the business, with participation rates consistently > 70%. This reflects our ongoing commitment to building a well-informed and safety-conscious workforce.



Spotlight on Samantha Hopkins, Trainee EHS Specialist at our Nottingham Site

Her proactive approach helps raise awareness, reinforce best practices, and foster a culture of safety across the site.

What motivated you to start sharing EHS content on our Teams channels, and what kind of topics do you find resonate most with colleagues?

I started sharing EHS content because I felt that people just needed small, accessible reminders to think differently or make a safer choice. Everyday topics and habits tend to land well, especially when they feel personal and practical.

Can you share an example of a post or campaign you've shared that sparked meaningful discussion or action within the team?

One example that stands out was a post I created for Sherlock Holmes Day – I used the theme of observation and deduction to highlight the importance of noticing small details in our environment that could signal a safety or wellbeing concern. It was a fun and creative way to blend something light-hearted and personal with a serious safety message. The post got people thinking and commenting in ways they hadn't before, showing that engaging content can open doors to meaningful conversations.

How do you stay informed and inspired about EHS topics, and what's your approach to making them engaging for others?

I stay informed through industry updates and continued personal learning, and I stay inspired because I'm genuinely passionate about safety and sustainability. It's rewarding to connect the dots between what we have to do and what we choose to care about. Listening to what other people also care about and keeping things human is key. If you can relate the topic to someone's daily routine or mindset, they're much more likely to connect with it. Safety doesn't have to be boring or overly complicated. Breaking that mould is really important, when people see that safety is relevant to them, not just a box-ticking exercise, that's when real engagement happens.

What role do you think awareness and communication play in building a strong safety culture at Quotient?

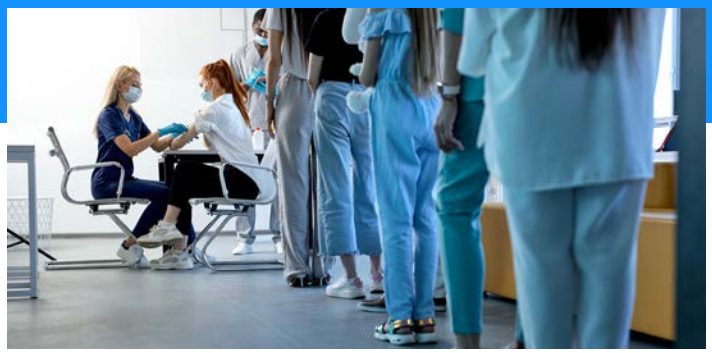
Raising awareness and starting those conversations is often the first step toward meaningful change. You can have all the procedures in the world, but if people aren't aware or don't understand the 'why,' it's hard to get real buy-in. Regular communication helps to empower people to make better choices, challenge assumptions, and remind people that safety is part of everyone's role, not just something led by one specific team.

What are you most proud of in your EHS journey so far, and what are you looking forward to achieving next?

I'm proud of helping to normalize conversations around safety and looking ahead, I'd love to see more peer-to-peer sharing, where awareness and action becomes something we all own and support each other with.

Samantha's contributions exemplify our values of collaboration and continuous improvement. By championing safety communication, she plays a key role in supporting our goal of zero reportable injury accidents and encouraging a proactive safety mindset through initiatives like NeMO reporting.

We're proud to spotlight Samantha's dedication and thank her for helping to keep safety front of mind for all.



Colleague

We believe that when our people feel supported, they can truly thrive - both personally and professionally. That's why we're committed to fostering an environment where everyone feels empowered to bring their authentic selves to work.

Wellbeing is a cornerstone of our strategy and a key driver of our success. We understand that a healthy, inclusive, and supportive workplace is essential–not only for individual fulfilment but for the strength of our organization as a whole.

Our wellbeing initiatives are designed to reflect the diverse needs of our global workforce and include:

- 24/7 Colleague Assistance Programs offering confidential emotional support, practical advice, and life guidance every day of the year
- Private healthcare/health insurance available to all colleagues
- Mental health training and resources to promote awareness and resilience across our teams
- Regular engagement surveys to gather feedback and shape our wellbeing priorities. 72% of colleagues surveyed in 2024 completed an engagement survey

We continue to nurture a culture where openness, respect, and care are embedded in everyday interactions to create a workplace where wellbeing is not just supported but celebrated.

Spotlight on Jo Gray, Pharmaceutical Systems Administrator at our Nottingham Site

"I became a certified Mental Health First Aider (MHFA) in 2021, as part of a colleague cohort trained partly in a personal response to the significant impact the Covid pandemic had on mental health and wellbeing.

Since then, I've served as Chair of the UK Workplace Wellbeing Colleague Organized Group, and even after my tenure remain an active member. In this role, I've helped organize awareness events and support campaigns, such as World Mental Health Day which falls on October 10th every year.

Mental health advocacy is something I'm deeply passionate about. I regularly contribute to our internal communications Teams channels by posting about awareness days and wellbeing topics, aiming to reduce stigma and promote psychological safety in the workplace. These posts highlight the support and resources available to colleagues, and I always encourage open, honest conversations around what can often be difficult subjects, because stigma can only be broken through knowledge and understanding."

In May, Quotient Sciences participated in the UK's Mental Health Awareness Week, supporting this year's theme: "Movement: Moving more for our mental health." Through colleague-led initiatives, including daily wellness tips and "Wear It Green" Day, we encouraged small, meaningful actions to reduce stress, boost energy, and promote mental wellbeing across our teams.

Menopause Awareness

Part of our broader DEI strategy recognizes that health and wellbeing are integral to colleague experience and performance. Through addressing health topics that have historically been overlooked or underrepresented, we aim to build a more compassionate and resilient organization.

In 2024, a group of UK colleagues hosted the first menopause awareness session as part of efforts to create a more inclusive, supportive, and informed workplace. The session aimed to increase awareness, reduce stigma, and offer practical information for colleagues experiencing menopause or supporting those who are.

Creating a safe space for open dialogue, we aim to empower colleagues with knowledge, encourage empathy, and promote wellbeing. We are committed to continuing this conversation and embedding menopause awareness into our workplace culture through future sessions, policy development, and training.

Learning and development are fundamental to our success and to the growth of our colleagues, enabling an inclusive, empowered, and engaged culture. Our approach continues to evolve, ensuring it remains relevant, practical, and aligned with both individual aspirations and business needs.

Personal and professional development looks different for everyone. Our goal is to match our learning opportunities to diverse goals and aspirations, with a development framework that includes a blend of structured training, hands-on experience, and access to tools that empower colleagues to take charge of their career journey.

A key highlight was the rollout of our **Engaging Leadership Toolkit Training**, a dynamic, skills-based course delivered face-to-face across all sites. This three-hour session equips leaders with practical tools to foster engaging, outcome-driven conversations with their teams.

We completed 21 courses spanning the end of 2023 and 2024, reaching 283 leaders across the business.

Our most significant commitment to fostering an inclusive culture was the development and delivery of our Creating an Inclusive Workplace training. This interactive, scenario-based workshop was delivered in person at every site over five months. Through 45 sessions, we engaged 855 colleagues and managers in meaningful discussions about real-world situations, encouraging reflection and inclusive decision-making.

855+
Colleagues engaged

45
Sessions

In addition to our technical and department-based skills training, we expanded and refined our core learning offering in 2024 with three defined learning collections to enhance clarity and accessibility:

- **Personal effectiveness**
  all colleagues
  designed to support personal and professional growth
- **Business & scientific**
  all colleagues
  focused on building business and scientific awareness and knowledge
- **Leadership effectiveness**
  current and aspiring leaders
  tailored to support the development of current and aspiring leaders

4.9
Average hours of training per colleague in 2024

1,070
Number of colleagues given skills training in 2024

We also enhanced our performance management framework, Grow, Perform, Succeed, streamlining the 2024 year-end process to make it more focused, impactful and accessible. We continued to train our colleagues and people leaders in having meaningful reviews and quality conversations.

Creating pathways for our colleagues to grow, succeed, and shape their careers.

Personal and professional development looks different for everyone. Our goal is to match our learning opportunities to diverse goals and aspirations, with a development framework that includes a blend of structured training, hands-on experience, and access to tools that empower colleagues to take charge of their career journey.

In 2024, 90.5% of our colleagues received a performance and career development review. Annual goal setting and career development discussions are key to our colleagues' career development journeys at Quotient Sciences. We have evolved our training to support our performance management process: **Grow**, **Perform**, **Succeed**, ensuring all our colleagues are able to have meaningful and impactful performance and career development discussions.

Through investing in our colleagues' growth, we're building a culture where learning is continuous, and every colleague has an opportunity to reach their full potential through:

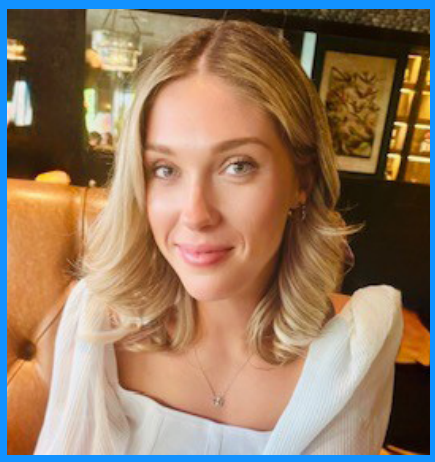
- A wide range of career development courses
- Secondment opportunities to broaden experience across teams and functions
- On-the-job coaching and mentoring to support continuous learning
- A dedicated set of career planning resources on our internal intranet, including Your Guide to Developing Your Career

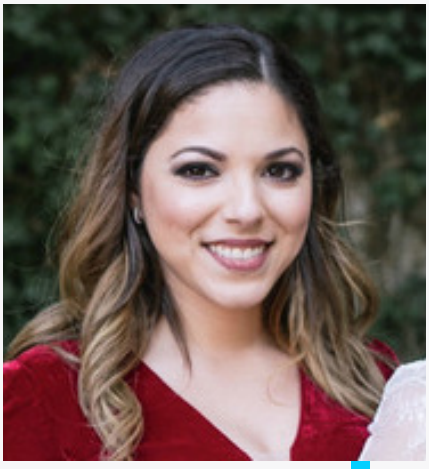
"At Quotient Sciences, I transitioned from a scientist role to a group leader role last year–an exciting step in my career. While excelling as a scientist meant mastering technical skills, stepping into leadership required a broader perspective. As a group leader, I'm not only staying current with the latest formulation and manufacturing techniques, but also supporting and guiding my team's development. This opportunity reflects the company's commitment to nurturing talent and empowering colleagues to grow into leaders"

Kaustubh Gawde works within Quotient Sciences' Formulation team in Philadelphia, PA

"While Quotient Sciences supported me in gaining my Master's degree, much of the most impactful learning I've experienced in my current role has been non-qualification. Honestly, it's hard to put into words just how much I've gained over the last 7 years. The breadth of learning has been vast, covering everything from sales, marketing, and negotiation tactics to deeper skills like stakeholder management, strategic thinking, and relationship building. Beyond the technical and commercial knowledge I've gained, the role has also played a huge part in my personal development – helping me grow in confidence, adaptability, and resilience."

Charlotte Hannigan started with Quotient Sciences as a Client Engagement Manager and is now a Director, Business Development





"I started my journey at Quotient Sciences as a Clinical Lead. During this time, I was able to collaborate with different departments to learn and understand the different aspects of the Clinical Trials by engaging and collaborating on an ongoing basis with different members of the team. Because of this, I was able to fully see the bigger picture outside of the clinic, that promoted my growth not only as a research professional but as a leader. I transitioned to a Clinical Manager and I am currently Director of Clinical Operations, where I continue to build on the global overview of the trials and ensure that all members of my team have the tools to collaborate successfully. Quotient promotes a team culture enabling individuals to truly work intentionally not only for their departments, but for others as well. It has been one of the key successes for the Clinical Operations Team in Miami to deliver studies with utmost quality."

Alexandra Ruiz is a Director, Clinical Operations at our Miami Site

Community@Q

As part of our broader diversity, equity, and inclusion (DEI) efforts, we continue to encourage education, dialogue, and action that support a more equitable and inclusive world.

Hispanic Heritage Month

Connecting through a conversation that honors Hispanic heritage

Our colleagues in Miami and Philadelphia once again celebrated Hispanic Heritage Month by hosting a roundtable. We discussed why Hispanic Heritage is celebrated in the United States, it's meaning, and the differences between our cultures.

Celebrating Pride Month

In June, Quotient Sciences proudly celebrated Pride Month, reaffirming our commitment to fostering an inclusive and supportive workplace.

Inclusivity is one of our core values, and we strive to create an environment where every individual feels accepted, respected, and empowered to be their authentic self. Through our Pride Month activities, we continued to promote a culture of belonging and unity across our global organization.

Community@Q

Honoring Juneteenth

Fostering inclusivity remains central to our values. In 2024, we reaffirmed our commitment to creating a workplace where all individuals feel seen, heard, and valued.

We proudly recognized Juneteenth, an important day that commemorates the end of slavery in the United States and honors the enduring strength, resilience, and contributions of the Black community. This day serves not only as a moment of reflection on our shared history but also as a call to action to advance equity and justice in the present and future.

Our Philadelphia site marked the occasion with a community celebration, where colleagues came together to enjoy local treats and engage in meaningful conversations about the significance of the day.

Celebrating International Women's Day

On March 8th, Quotient Sciences proudly celebrated International Women's Day (IWD) by hosting our first-ever IWD roundtable, aligned with the global theme "Inspire Inclusion."

This milestone event brought together women leaders from across the organization to share their experiences, insights, and perspectives on leadership, resilience, and inclusion.

The roundtable was chaired by Harpreet Smith, VP and General Manager at our Miami site, and featured a diverse panel of colleagues from various departments and regions. Their stories highlighted the power of inclusive leadership and the importance of creating space for all voices to be heard.

This initiative reflects our ongoing commitment to gender equity and fostering a culture where everyone is empowered to thrive.

Community@Q

Supporting Our Communities

With thanks to the generosity of our colleagues, we're proud to continue building strong community connections through meaningful, grassroots initiatives to support local food pantries.

At our Reading site, donation boxes were placed in colleague areas to collect food and clothing for those in need. Deliveries were made to the nearby ReadiStreet food bank, including a pre-Christmas drop-off and a follow-up in February.

At our Miami site, colleagues organized a food drive in support of Feeding South Florida. The team collected and donated approximately $220 worth of non-perishable food items to help local families in need.

Community@Q

Nottingham Site

Inspiring Future Scientists Through STEM Outreach

Recognizing the importance of connecting science with local communities and nurturing future generations, we continue to support ongoing community engagement and initiatives that inspire curiosity and learning for STEM in young minds.

Colleagues from our Nottingham site again participated in the annual Festival of Science and Curiosity in February 2024. The event welcomed children aged 3 to 10 for an engaging exploration of science through interactive activities and demonstrations.

Our team hosted three interactive stations: dressing up as a scientist, exploring how different tablets dissolve in the digestive tract using acid and water, and trying out capsule filling. These activities sparked curiosity and learning in a fun, accessible way, helping to inspire the next generation of scientists.

We look forward to continuing our partnership with the Festival in the years ahead.

Community@Q

Reading Site
Family Science Day

Our Reading site hosted a vibrant Family Science Day in August 2024, welcoming colleagues and their families to experience the world of pharmaceutical science through hands-on activities and interactive demonstrations.

Family Science Day contributes to our goal of continually inspiring the next generations of scientists by making science accessible, engaging, and fun.

From capsule-filling stations to lab tours and science-themed games, the day offered a fun and educational experience to spark curiosity in young minds and highlight the exciting work we do at Quotient Sciences.

Alnwick Site
Inspiring Future Leaders Through Legal & Climate Education

Our Legal Affairs team played an active role in community outreach by facilitating a Climate Action workshop for Year 9 students and delivering a careers presentation to Year 12 law students at a local school to our Alnwick site.

These sessions aimed to raise awareness of environmental responsibility and provide insight into legal career pathways, helping to inspire and inform the next generation of change makers.

Community@Q

Miami Site

Take Your Child to Work Day

Our Miami site proudly participated in Take Your Child to Work Day, offering children of our colleagues a behind-the-scenes look at the exciting world of drug development.

The event provided a fun and educational opportunity for young visitors to explore science in action, connect with their parents' work, and spark curiosity about future careers in STEM.

Philadelphia Site

Engaging with Future Scientific Professionals

Our Philadelphia site continued to support STEM education and career exploration by participating in a Q&A session with the Future Medical and Scientific Professionals Club at a local High School.

Our team shared insights into careers in drug development and answered students' questions about the scientific and medical fields.

Spotlight

Community@Q

Spotlight on Stephen Byard, Principal Research Fellow at our Alnwick Site

What inspired you to get involved in community outreach, particularly with schools and education partners?

Many people have provided inspiration, support, and direction to me throughout my own education and career. If I could be one of those people for others, it would mean a tremendous amount to me.

Working with schools and colleges provides a way that I could help progress science and humanities to the next level, engaging students in external activities at an early age. Seeing and hearing the reactions of students with unlimited imagination and energy is motivational in its own right.

Some of the questions can be quite challenging, particularly from the younger students, like "What does happen if you take a super-conducting magnet to Pluto?"

Can you share some of the key initiatives or events you organized in 2024, and what impact they've had on students or the local community?

Throughout 2024 I have organized outreach activities covering age groups from Year 3 to Year 13, but also given University lectures at undergraduate and postgraduate levels. Events have been at our Alnwick site and I have visited the schools/colleges, as well. Equally, as a company, we have participated in numerous apprenticeship and careers events across Northumberland.

We've had a positive impact on the students, but teachers and lecturers find it inspirational, too. Students start to recognize that there is value to learning about science, which can offer great opportunities. And teachers are delighted to know that their work is beneficial and welcome the support to bring industry learning and real-life experiences to the classroom.

"These students are our future and, hopefully, when they have finished their studies, they will want to work with us in some capacity on the next generation of medicines."

Spotlight

Community@Q

Spotlight on Stephen Byard

How do you collaborate with local schools and educational institutions to design programs that are meaningful and engaging?

Different schools have different cultures, and their students have different aspirations, so it's important to listen and collaborate with teachers prior to any outreach. The teachers are professionals and understanding their approaches are helpful.

Working with the curriculum or, for example, participating in National Science Week events, is quite impactful. We are fortunate in that we work in an industry which is full of fun scientific facts, that students of all ages can relate to. I never get tired of talking to students about anything science, like why medicines work or don't work, how we elucidate molecular structures, and even debates about who was better: Newton or Einstein, or which medicine saved the most lives.

Demonstrations are always a favorite, like how to separate the chemicals in leaves that make them go brown in autumn, smashing a frozen banana that has been cooled to -196C, and making water effervesce rapidly (with EHS considerations taken into account, of course!)

All this can be woven into the curriculum, in a way that teachers may find difficult in a conventional school setting, but motivates the students to investigate further. My magnetic resonance lectures are now part of the curriculum at Northumbria University, which is really great.

Community@Q

Spotlight on Stephen Byard

What feedback have you received from students, teachers, or colleagues about these initiatives?

Feedback has been very positive from students, teachers, and parents all around. I am proud to continue making positive contributions.

Work experience weeks with 6th Form Colleges:

"I have firmed a University place at Newcastle University to study biomedical science in September so fingers crossed I meet the grades. I really think my week at Quotient Sciences made my application stand out. I am very grateful for the work experience week last year and thought I learned a lot of valuable knowledge that would help me at University but also further in my career."

"I attended the work experience you hosted in the summer and I thought I'd just let you know how important it proved to be. I've just received an offer for materials science at the University of Oxford and the work experience made up a large section of my personal statement and I discussed X-ray diffraction in one of my interviews which you had shown us. I just wanted to thank you for providing the opportunity for the work experience and that it was incredibly valuable."

"I've managed to get a place to study optometry at Cardiff University in September and I am so grateful for the time spent with the company."

Why do you think it's important for companies like Quotient Sciences to invest in educational outreach, and what do you hope to achieve in the future?

I like to think that Quotient Sciences is dedicated to improving quality of life—through the work we do with clients, but also through engaging our communities.

By helping students at all levels learn and experience different activities, we can help ensure a sound foundation for the future of science, business and humanities.

These students are our future and, hopefully, when they have finished their studies, they will want to work with us in some capacity on the next generation of medicines.

Supporting Mental Health:

In 2024, we concluded our long-standing partnership with PAPYRUS – Prevention of Young Suicide, raising a total of **£9,151** over an 18-month period. This achievement reflects the dedication and generosity of our colleagues across the business.

£9,151

Raised for PAPYRUS in 2024

Fundraising activities to support PAPYRUS included:

- A series of bake sales across our UK sites
- A swimathon
- The Yorkshire Three Peaks Challenge

These efforts not only raised vital funds but also helped raise awareness of youth mental health and suicide prevention.

Community Support in the US

Our US teams continued their support for several longstanding charitable partners throughout 2024.

Colleagues in Miami hosted a food drive in support of Feeding South Florida, collecting approximately $220 worth of goods to help those in need in the local community.

In Philadelphia, colleagues supported the Domestic Abuse Project of Delaware County through a Holiday Donation Drive in December 2024. Together, 20 team members raised $845 in cash and gift cards to help purchase essential items from the organization's Amazon wish list, providing meaningful support to individuals and families in crisis during the holiday season.

We are committed to conducting business ethically, transparently, and in full compliance with applicable laws and regulations.

Our governance framework is underpinned by a comprehensive set of policies and practices that guide our approach to information security, anti-bribery and corruption, privacy, fraud prevention, ethical reporting, and conflicts of interest.

In 2024, we made significant investments across technology, people, and processes to strengthen our cybersecurity posture and operational resilience. Key advancements included:

- Deployment of modern security tools to enhance threat detection and response
- Automation of critical workflows to improve efficiency and reduce risk
- Enhanced training initiatives to build awareness and capability across the organization

These efforts have collectively improved our readiness for audits, increased resilience against cyber threats, and reinforced our commitment to safeguarding data and systems.

We also continue to evolve our compliance training program rebranding it as Compliance Compass, ensuring it remains aligned with regulatory requirements and industry best practices. Our new compliance compass training is now more engaging, accessible, entitled to the needs of our colleagues, reinforcing their role in upholding ethical business practices.

Looking ahead, we will continue to embed a culture of integrity, accountability, and continuous improvement across all levels of the organization.

Number of reports related to whistleblowing procedures:

2022	2023	2024
0	0	0

Number of confirmed corruption incidents:

2022	2023	2024
0	0	0

Number of reported anti-bribery concerns:

2022	2023	2024
0	0	0

Number of entries on gifts & hospitality log:

2022	2023	2024
0	2	0

Number of confirmed businesses impacting cyber security incidents:

2022	2023	2024
0	0	0

% of colleagues trained on information security:

2022	2023	2024
99%	99%	99%

Anti-Bribery & Corruption Training Completion

2023

UK	28.6%	251 of 877
US	8.9%	30 of 337

2024

UK	60%	460 of 766
US	53%	171 of 323

Guided by our Supplier Code of Ethics and Conduct and Sustainable Procurement Policy, we continue to uphold the highest standards of ethical conduct in our supply chain.

In 2024, meaningful milestones were made to embed sustainability into our procurement practices.

% of buyers who received training on sustainable procurement:

2023

100%

2024

100%

Deepening engagement with our suppliers to better understand and support their own ESG initiatives has been a key focus. This marks a shift from passive compliance to active collaboration.

We've now integrated ESG considerations into our supplier selection process, ensuring that sustainability is a core criterion when evaluating new and existing partners. To date, over 100 suppliers have completed our ESG questionnaire, of which 39% have a Science Based Target for carbon emissions reduction.

Responses to our questionnaire offer valuable insights into supplier environmental and social practices. This data is being used to make more informed decisions about our supply chain and build stronger, values-aligned partnerships.

Our procurement team remains fully trained in sustainable sourcing principles, and we continue to enhance our monitoring and reporting mechanisms to track supplier performance and drive transparency.

% of targeted suppliers that have signed our Supplier Code of Ethics and Conduct:

82%

Prioritizing responsible procurement lets us not only strengthen our supply chain, but contribute to broader sustainability goals across our industry.

In 2024, we were proud to receive the EcoVadis Committed Badge, recognizing our ongoing efforts to improve environmental, social, and ethical performance.

This milestone motivates us to go further. In 2025, we will use the Ecovadis corrective action plan to continue deepening ESG integration into our operations.

In 2024, our environmental disclosure continued through CDP, receiving a C for Climate Change and a D for Water Security.

While these scores reflect areas for growth, they also provide a clear roadmap for improvement. We are committed to enhancing our environmental performance and transparency in 2025.

We are implementing corrective actions to improve water stewardship in the future.

As we close our 2024 ESG Report, we reflect with pride on the progress we've made and with purpose on the work ahead.

This year, we strengthened our governance, deepened our environmental data reporting, and empowered our people to drive change through continuous improvement, training, and collaboration.

ESG is not a destination: It is a journey of continuous learning, accountability, and action. In 2025, we are committed to keeping the momentum with a clear set of priorities that include:

- **Set a Science-Based Target (SBT)** for carbon reduction, building on the data foundations laid in 2024
- **Broaden the use of My Green Lab Ambassador Program** across additional sites to embed sustainable lab practices
- **Extend education outreach programs** at each site to strengthen community engagement and STEM awareness
- **Increase our EcoVadis score** by addressing corrective actions and enhancing transparency
- **Deliver an internal ESG webinar series** to highlight accomplishments and inspire further action across the business

These goals reflect our belief that sustainability is a shared responsibility that requires leadership, innovation, and the collective efforts of every colleague.

We thank all those who contributed to our ESG journey in 2024 and look forward to working together to create a more sustainable, inclusive, and resilient future.

Want to know more?

To learn more about our current ESG initiatives, please visit Sustainability: Environmental, Social, & Governance | Quotient Sciences

→ quotientsciences.com/esg

For any enquiries regarding this report, or for specific information regarding our ESG strategy goals and performance, get in touch with:

Victoria Hustler | Executive Director - Legal Affairs & ESG Lead
victoria.hustler@quotientsciences.com

Abbreviations and definitions

API – Active Pharmaceutical Ingredient
ESG – Environmental, Social and Governance
DEI – Diversity, Equity and Inclusion
GHG – Greenhouse Gas
KPIs – Key Performance Indicators