

Environmental, Social & Governance (ESG)

At hVIVO, we believe long-term success depends on how we manage our environmental, social and governance responsibilities. In 2025, we strengthened our ESG approach as we continued to expand our scientific capabilities, broaden our European footprint, and integrate CRS and Cryostore into a more unified, full-service early-phase CRO.

Our purpose is to advance health by accelerating the development of medicines for serious and unmet needs. This year, we reinforced our leadership in human challenge studies with new models including hMPV, SARS-CoV-2 Omicron and the world's first RSV B challenge model, while also expanding into bacteriology and other therapeutic areas.

Our people remain central to our performance, and we continued to invest in wellbeing, learning and development, health and safety, and inclusive engagement across our growing international workforce.

We also remain deeply committed to the welfare and experience of our trial participants, with high standards of care, clear communication and responsive feedback reflected in strong satisfaction and retention in 2025.

As we grow, we are focused on reducing our environmental impact, maintaining ISO 14001 at our Canary Wharf site, improving waste and recycling performance, and strengthening responsible sourcing and resource use across the Group.

Strong governance underpins this work. Our ESG Group reports through the Audit and Risk Committee to the Board, supporting accountability, transparency and oversight, and we remain committed to the highest standards of quality, ethics, participant safety and compliance.

I am proud of the progress we made in 2025 and grateful to our employees, participants, clients, partners and shareholders for their continued support. Looking ahead, we will continue to strengthen ESG performance and ensure our growth remains aligned with our values, combining scientific excellence with responsible business practice to deliver meaningful benefits for patients and society.

Dr Yamin 'Mo' Khan
CEO

14 April 2026





Our ESG Values



ESG GROUP

In 2025 hvivo continued with across functional ESG Group led by CEO Yamin 'Mo' Khan. The ESG Group supports Board level oversight of ESG reporting, strategy, and governance. It is responsible for developing and implementing the Company's ESG strategy, aligning policies with evolving best practice, embedding an ESG focused culture, and overseeing ESG related communications

As part of the integration of CRS into the hvivo Group, two CRS representatives formally joined the ESG Group, strengthening cross-business alignment following the Group's expansion. This enhances our ability to embed ESG governance consistently across all sites and functions.

OUR SUSTAINABLE DEVELOPMENT GOALS

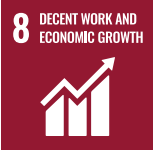
hvivo strives to align with the 17 United Nations Sustainable Development Goals, prioritising specific goals that hold greater relevance to our business operations:

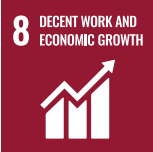
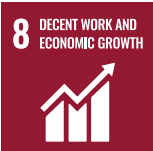
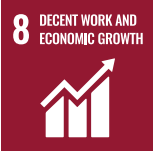


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ESG Goal Implementation Overview

	Values	The Significance	Relevant SDG,s	2025 Implementation
Value 1	Advancing Health & Research	hVIVO as a world leader in human challenge trials, looks to further scientific research and advance healthcare.	 	- Expanding the development of medicines across more diseases - Addressing Neglected Tropical Diseases - Sharing the knowledge and scientific contributions
Value 2	Commitment to our Staff	Our team is the key to our success. We are focused on building a strong corporate culture that places diversity and equality at its centre.	  	- Enhancing collaboration and employee wellbeing benefits - Equality, Inclusion, Diversity - Flexible working - Health & Safety - Training & Development - Lunch & Learn - hKitchen London - Digital Systems - Vaccinations London - Integration of the Expanded Business - ESG Champions
Value 3	Social & Community Investment	By contributing to areas such as education, healthcare, and sustainable development, hVIVO can help improve community wellbeing and resilience.	  	- Charitable Donation and Volunteer Leave Policies - Educational tours and support for London students - Social Mobility Business Partnership - Next Gen Careers part of London Life Sciences Week - Internal Charity & Social Days

	Values	The Significance	Relevant SDG,s	2025 Implementation
Value 4	Commitment to Trial Participants	We prioritise the safety and wellbeing of our trial participants and uphold the highest ethical standards in clinical research, including robust data privacy and protection. Participant feedback is highly valued and used to continually improve our processes	 	- Enhanced informative material - Breathe Free Club - German participant brand re-launch and new website - Germany – Physicians Network Event - Monitoring feedback - Access to FluCamp team during quarantine - On-site kitchen - Participant welfare and on-site Support - ESG highlighted to participants - Uber Health access
Value 5	Operating Sustainably	hVIVO is committed to effective environmental management by minimising the impact of our businesses on the environment.		- hKitchen and responsibly sourced food - Waste and recycling - Streamlined Energy & Carbon Reporting ('SECR') - Canary Wharf site is now ISO14001 accredited.
Value 6	Commitment to Ethical & Compliant Business Practices	hVIVO ensures that it operates under high regulated and quality compliance standards.		- Risk management - Antibribery & Corruption policies updated - New internal whistleblowing app - Human Rights - Suppliers - Quality and Participant Safety

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1. Advancing Health & Research

hVIVO's mission is to reduce the time, risk and cost of developing life-changing medicines. In 2025, the Group expanded its European presence and strengthened its scientific capabilities across early development. The integration of CRS and Cryostore has created a more integrated, science-led model, improving operational control, accelerating decision-making and supporting more efficient progression of therapies for complex diseases.

Expanding the Development of Medicines Across More Diseases

Respiratory Viral Infectious Disease

In 2025, hVIVO developed three new human challenge models, representing the first commercially available models in these indications which are available to assess clients' vaccines and antivirals:

- 1. Human Metapneumovirus ("hMPV") challenge model** – the model had a strong performance using a recent 2a strain. The model demonstrated high infection and symptomatic disease attack rates and robust AUC virology by qRT-PCR.
- 2. SARS-CoV-2 Omicron challenge model** – performs favourably in seropositive, previously vaccinated participants and confirmed the model's suitability for use in vaccine and treatment studies.
- 3. Respiratory Syncytial Virus B (RSV B) challenge model** – world's first RSV B human challenge model, which achieves high infection rates and produces moderate to severe symptoms that closely match real-world clinical trial endpoints. Together with a new RSV A Memphis 37 strain, both developed off Wi38 cell platform, demonstrate strong safety profiles, making them well suited for product efficacy testing.

Respiratory Bacterial Infectious Disease

hVIVO launched a new bacterial laboratory at Canary Wharf allowing the Group to support a wide range of bacteriology studies. This aligns with growing global demand for novel antibacterial agents, as antimicrobial resistance continues to rise.

Expanding beyond infectious disease

Following the recent acquisitions, hVIVO now supports early-phase clinical development across a broader set of specialties, including renal, hepatic, and cardiometabolic indications. This diversified capability strengthens the Group's scientific portfolio and expands its contribution to advancing therapies beyond infectious disease.

Through sustained investment hVIVO is committed to advancing scientific innovation, supporting global health resilience, and improving access to life-saving treatments for populations most at risk.

Sharing Knowledge

Collaboration and scientific transparency remain central to hVIVO's approach. In 2025, the Group continued to strengthen relationships with key partners, including academic institutions, non-profit organisations, and global health bodies.

- Scientific Interview with Dr Andrew Catchpole and Guy Boiin, a professor from Lavelle University and one of the founding fathers in the discovery and ongoing research into hMPV
- Presentation by hVIVO's Chief Scientific Officer, Dr Andrew Catchpole, highlighting the disease characteristics and immunological profiles obtained from newly developed hMPV human challenge model
- Presentation by hVIVO's Chief Scientific Officer, Dr Andrew Catchpole, as he takes you behind the science, sharing expert insight into RSV virus isolation, GMP manufacturing, and the robust clinical data underpinning vaccine and antiviral development
- Venn consultants acted as innovation broker for Health Holland to support startups. These contributions have led to a doubling of projects for 2026



Scientific Contributions & Public Engagements

Throughout 2025, hVIVO's scientific teams played an active role in advancing the broader research community through publications, conference presentations, and thought leadership initiatives.

1. In collaboration with trial sponsors, hVIVO's scientists contributed to multiple peer-reviewed papers in leading journals, including:
 - ACS Publications - <https://pubs.acs.org/doi/10.1021/acs.molpharmaceut.5c00832>
 - Oxford Academic - https://academic.oup.com/cid/advance-article/doi/10.1093/cid/ciaf465/8276183?searchresult=1&login=false#google_vignette
 - NIH - <https://pubmed.ncbi.nlm.nih.gov/39523516/>
 - NEJM Evidence - *Human Challenge Trial of a Nucleoside-Modified Messenger Ribonucleic Acid Influenza Vaccine | NEJM ...*
 - NIH - <https://pubmed.ncbi.nlm.nih.gov/41159960/> (Venn)
 - ESMO - [https://www.annalsofoncology.org/article/S0923-7534\(25\)04787-8/fulltext](https://www.annalsofoncology.org/article/S0923-7534(25)04787-8/fulltext) (Venn)
 - NIH - <https://pubmed.ncbi.nlm.nih.gov/41060792/> (Venn)
 - NIH - <https://pubmed.ncbi.nlm.nih.gov/40030100/> (Venn)
 - <https://evidence.nejm.org/doi/10.1056/EVIDoa2500087>
 - <https://pubs.acs.org/doi/10.1021/acs.molpharmaceut.5c00832>
 - <https://academic.oup.com/cid/advance-article/doi/10.1093/cid/ciaf465/8276183?searchresult=1&login=false>
2. hVIVO staff presented at key industry conferences and events:
 - *"High infection rates achieved with the worlds' first RSV B challenge models key component of our RSV-hMPV-PIV combination vaccine efficacy testing platform."* **Dr Andrew Catchpole, Chief Scientific Officer at World Vaccine Congress**
 - *"Disease characteristics and immunological profiles obtained from newly developed hMPV human challenge model."* **Dr Alexander Lima, Senior Study Physician at ESWI**
 - *"Development of a SARS-CoV-2 Omicron BA5 human challenge model".* **Alex Mann, Senior Director Clinical Science at ESWI**

3. The Group hosted workshops and virtual forums to promote scientific exchange, and senior scientists contributed expert perspectives to external media

2. Commitment to our Staff

Enhancing Collaboration & Employee Wellbeing

hVIVO's continued success is underpinned by its people. In 2025, the organisation strengthened its culture, expanded development programmes, and enhanced employee wellbeing initiatives while integrating CRS and Cryostore into the Group. These integrations broadened hVIVO's global footprint, operational capabilities, and brought colleagues across regions into a unified set of systems, policies, and standards. The Group's approach remains centred on equality, inclusion and diversity; responsible flexible working; health and safety excellence; and continuous learning and development.

Equality, Inclusion, Diversity

Guided by its Diversity Policy, the Group values, the unique backgrounds, perspectives, and experiences of its employees and promote equal opportunities at all levels.

A merit-based approach is embedded across the organisation, with decisions made based on skills, experience, and capability, without discrimination related to age, race, gender, disability, religion, sexual orientation, or any other protected characteristic. In doing so, the Group maintains an environment where all individuals are treated with dignity and respect and are supported to reach their full potential.

In 2025, hVIVO launched the "Place your Pin" initiative, inviting colleagues across the Group to mark locations of personal significance on a virtual map. This initiative encouraged connection and celebrated the rich cultural diversity within the organisation.

hVIVO's international potluck, hosted across all sites in 2025, celebrated the Group's diversity and brought colleagues together to share dishes from their cultures and backgrounds. The event supported inclusion and belonging, strengthened relationships across Venn, hVIVO and CRS, and created space to learn about different traditions in an informal setting.

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Flexible Working

hVIVO recognises flexible working as a core element of a modern, responsible, and sustainable organisation. The Group's Flexible Working Policy supports work-life balance while maintaining operational excellence, offering adaptable arrangements where practicable. These options help attract, retain, and empower talent, including colleagues with personal or caregiving responsibilities.

Employees are equipped with appropriate IT infrastructure, ergonomic support, and relevant health and safety guidance to enable effective working from any location. Managers and employees receive training to ensure safeguard wellbeing across remote and on-site teams.

Following the acquisitions, hVIVO has expanded its workforce across multiple regions and time zones. Flexibility is therefore increasingly important in maintaining resilience and meeting evolving expectations of clients, colleagues and stakeholders.

Health & Safety

hVIVO is committed to the highest standards of occupational health and safety across all business areas. The Group's Health & Safety Policy underpins a safe working environment for employees, visitors, and the public, aligned with the Working Conditions Act and relevant regulatory requirements.

Each site has a dedicated internal Health & Safety Officer, supported by external specialist consultants when additional expertise is required. This combination enables proactive identification, assessment, and management of risks across varied operational settings.

hVIVO's UK senior leadership team complete IOSH Executive Training on a three yearly cycle, deepening strategic understanding of safety governance. Managers undertake IOSH Managing Safely on the same cycle embedding best practice across departments. Routine fire drills, alarm testing, equipment inspections, and evacuation exercises are conducted across all sites to maintain compliance and readiness.

Through strong governance and a culture of shared responsibility, hVIVO continues to prioritise a safe, resilient, and compliant workplace.

Training & Development

hVIVO's people-focussed strategy emphasises attracting high calibre talent and enabling continuous professional growth. Training and development framework is structured into two core pillars:

1. **General Training** – Accessible to all employees, the programme ensures everyone reaches a strong foundational level by strengthening essential skills, reinforcing our cultural expectations, and promoting a consistent understanding of key policies and procedures.
2. **Specialist Training** – Role-specific training aligns competencies and technical requirements. These programmes help specialist teams maintain the expertise needed to perform effectively and meet evolving industry demands.

Through these initiatives, we continue to invest in the long-term success of our people and the sustainable growth of our organisation.

Lunch & Learn

The Lunch & Learn initiative continued to serve as a valuable platform for knowledge sharing and collaboration across the organisation. In 2025, a total of nine sessions were delivered, including two CEO updates. These short virtual presentations, followed by interactive Q&A sessions, helped to strengthen transparency, enhance cross-functional understanding, and support ongoing professional development.

While attendance is optional, the sessions were consistently well attended, with the majority attracting over 100 participants from across the business, demonstrating strong employee engagement and interest in shared learning.

Employee Wellbeing

hVIVO UK staff have access to a 24/7 Employee Assistance Programme (EAP), providing confidential support on financial, legal, mental health and family matters for employees and their immediate family members. The EAP offers professional advice, counselling and practical resources to help address issues early and maintain wellbeing, resilience and productivity. This forms part of hVIVO's broader commitment to employee engagement and ESG.

Benefits & Employee Wellbeing

HR plays a strategic role in fostering a cohesive, high-performing culture across the Group. HR supports conflict resolution, communication, employee engagement, and the attraction and retention of top talent.

Employee wellbeing is supported through benefits including pension contributions, private healthcare, life assurance, and financial wellbeing programmes such as season ticket loans, the Cycle to Work scheme, and an electric car salary sacrifice option.

68% of employee with >3 years' tenure (2024: 39%)	62% of Female employees (2024: 61%)	16% turnover rate (2024: 15.5%)
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Vaccinations – London

Employees in London were offered influenza vaccinations. This initiative supports employee wellbeing, reduces illness risk, and helps protect vulnerable individuals within the workplace and wider community.

Digital Systems: LIMS & eSource

In 2025, hVIVO implemented a Laboratory Information Management System (LIMS) and eSource to digitise participant records. These systems improved data integrity, reduced manual processes, and increased regulatory compliance. Clinical and laboratory teams now benefit from more efficient workflows, allowing greater focus on patient-centred activities.

Integration of the Expanded Business

Integration of CRS and Cryostore remained a key focus for the Group in 2025, supported by targeted communications including webinars, newsletters and cross-functional working group meetings. Leadership site visits, UK staff secondments to German sites and the incorporation of both brands into hVIVO strengthened visibility, operational alignment, and knowledge sharing.

The integration also focused on harmonising systems, policies and procedures to deliver a consistent employee experience across sites. Standardised HR, IT, Health & Safety and Quality processes have been implemented, supporting onboarding, clearer ways of working and stronger collaboration across regions.

ESG Champions

ESG certificates recognise and celebrate employees who have demonstrated exceptional commitment and leadership in advancing ESG initiatives across the Group during the year. Award recipients are acknowledged internally and externally,

reinforcing a culture of shared responsibility and encouraging employees to contribute to ESG outcomes in a meaningful way.

Employee engagement

Regular CEO Update calls are held throughout the year, giving employees visibility over the Group's performance and progress, as well as the opportunity to ask questions directly to the CEO. Bonus schemes are aligned with Group performance, reinforcing employee engagement and shared accountability for the Group's success.

3. Social & Community Investment

Charitable Donation Policy & Volunteer Leave Policy

hVIVO is committed to delivering positive social impact both within its workforce and across the communities in which it operates. This commitment is embedded within its ESG strategy and is supported by formal policies, governance controls, and employee-led engagement.

Volunteer Leave Policy provides all employees with one paid day per annum to participate in charitable and community volunteering activities. The policy is designed to encourage responsible citizenship, promote employee engagement, and support social initiatives that align with hVIVO's values and ESG priorities.

hVIVO supports charitable causes through structured donation initiatives. Financial contributions are provided in line with a defined annual budget to complement and amplify the efforts of charities supported by our employees. All charitable partnerships and donations are subject to internal review by the HR function to ensure alignment with hVIVO's values, ethical standards, and commitment to positive social and environmental outcomes. This approach ensures that community investment is delivered in a responsible, transparent, and values-led manner.

Educational Tours and Support for London Students

hVIVO believe it has an important role to play in supporting young people, and through our commitment to social engagement, we participate in educational events and host site visits to help students understand and explore career pathways within the scientific sector by collaborating with Canary Wharf Group on Social Mobility, Next Gen Careers part of London Life Sciences Week and Queen's Mary University of London.

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Social Mobility

On 30 July 2025, hVIVO welcomed a group of 21 students from Tower Hamlets aged 16-18 for a day at our quarantine and laboratory facilities, hosted by the Social Mobility Business Partnership (SMBP) in collaboration with Canary Wharf Group.



Next Gen Careers part of London Life Sciences Week

On 18 November 2025, Canary Wharf Group invited hVIVO, along with other local industries, to volunteer at the Next Gen Careers event during London Life Sciences Week. Volunteers supported the event by facilitating problem-solving exercises with groups of Year 11 and Year 12 students from the London Borough of Tower Hamlets, and by encouraging questions around career pathways.



London Life Science Week and Queen's Mary University of London

As part of London Life Science Week, on 10 December 2025, hVIVO hosted 20 Year 3 Biomedical students from Queen Mary University of London. The event helped students learn more about clinical trials, volunteer recruitment, and our quarantine and laboratory facilities. The day also included Q&A sessions with professionals across a range of roles and career paths.



Internal Charity & Social Days

hVIVO's internal charity initiatives exemplify the teams dedication to social responsibility and the growing awareness across the Group.

Item	Overview	hVIVO Site
Nurses Day	Celebrating our team of dedicated expert nurses	London
International Women & Girls in Science Day	Raising awareness on social media and highlighting the importance of female representation in science	Group-wide
International Potluck	Promoting inclusion and sense of belonging by celebrating cultural backgrounds	Group-wide
Fantasy Football League UK	Creating employee engagement and competitive spirit	London
Business Runs	Encouraging healthy habits and employee engagement	Breda & Mannheim
Bio Farm Tour	Breda team enjoyed a tour of a biofarm, and a cooking class,	Breda
NL Doet	Team in Breda continued their annual NL Doet volunteer day	Breda
Recycling Week	Promotion of recycling advantages and importance	London
Touch of Halloween	Halloween themed bake sale to raise funds for Children's Hospice Sterntaler	Germany
Restart a Heart	Basic life support training and awareness	London/Germany/Breda
Christmas Jumper Day	Donation to wear a Christmas jumper either in the office or remotely	Group-wide

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4. Commitment to Trial Participants

At hVIVO, participant safety, dignity and wellbeing are central to everything we do. Our clinical research follows the highest ethical and scientific standards, underpinned by robust governance for data privacy, responsible data management and regulatory compliance.

Our participant recruitment teams in the UK and Germany (FluCamp & Probandeninfo) help deliver a transparent, respectful experience. From initial contact to post-study follow-up, we ensure participants feel informed, supported and valued.

We continue to build a culture of respect, continuous improvement and participant empowerment. We gather and act on feedback through surveys and regular touchpoints, using insights to improve communications, study materials and the on-site experience.

FluCamp & ProbandenInfo Stats 2025

- 89% participant retention rate at month 9 in a trial
- Recommend FluCamp to a friend or colleague – 9.2/10
- How helpful is FluCamp information and communication – 151/159 very helpful or helpful
- Vaccination experience and communication – 4.6/5
- Professionalism and friendliness of staff – 4.8/5
- Ease of attending and scheduling appointments – 147/159 very easy or easy

- Another study in future with FluCamp – 159/159 said yes
- High satisfaction: Majority rated probandeninfo 4 or 5 stars.
- 97% would recommend probandeninfo to others

Enhanced Informative Materials

In 2025, FluCamp enhanced participant materials by summarising feedback across four key documents (Invitation Letter, Informed Consent Form, Participant Charter and Follow Up Letter). Recommendations were reviewed and shared with the project management team to strengthen communications and improve the participant experience.

Clear, accessible communications are essential to ethical research and ensure participants are treated with transparency, dignity and respect.

Breathe Free Club

Launched in August 2025, the FluCamp team released an outreach initiative focused on engaging respiratory patients. The Breathe Free Club, a group of participants who responded to a targeted survey about their condition, helping us update and improve our records and match them to trials.

A total of 4,800 participants registered for the Breathe Free Club and receive tailored newsletters with relevant content, updates and opportunities. This online initiative creates a two-way communication channel with our participants, while FluCamp can receive a better understanding of their needs and improve recruitment for future studies.



German participant brand re-launch and new website

In 2025, we rebranded our clinical trial participant recruitment brand in Germany after extensive research and audience testing. Our refreshed brand will:

Speak more directly to participant needs – simplifying language, reducing barriers to engagement, and presenting a more approachable tone.

Strengthen our market position – aligning our visual and verbal identity with modern digital health expectations.

Support long-term growth – enabling us to scale and connect with increasingly diverse communities.

hVIVO also launched the Probandeninfo participant recruitment website, marking a new chapter for participant engagement in Germany.

As hVIVO strengthens its position as a full-service early phase CRO, we welcomed CRS Mannheim & Kiel into the hVIVO Group last year, adding >40 years of clinical research expertise and expanding our footprint across Europe.

We expanded our participant management system and unified Germany's recruitment under Probandeninfo, delivering a modernised, accessible experience aligned with the hVIVO Group's standards for clear participant engagement.

Physicians Network Event- First events to recruit physicians

In 2025 Germany launched a physician's network CRM system to monitor and categorise leads and tailored communications to drive patient recruitment.

Two network evenings took place in the last quarter of 2025. One in Mannheim and one in Kiel. Both physicians and team members of physician practices had the opportunity to get to know the two CRS clinics through networking, tours and scientific lectures. Three medical experts from university clinics in Germany; Kiel, Mannheim, and Frankfurt were recruited as speakers.

Monitoring Feedback

hVIVO monitors participant experience through structured feedback and governance, including post-screening online questionnaires, post-quarantine telephone surveys, and independent Trustpilot reviews.

In 2025, FluCamp was rated 4.3 stars on Trustpilot from 91 reviews, with ~80% awarding five stars, making hVIVO the highest-rated clinical trial company on the platform.

Feedback is reviewed and translated into action plans to continuously improve the participant experience. Recent changes driven by participant input include providing eye masks during quarantine to improve comfort, reflecting hVIVO's commitment to responsive engagement, wellbeing and high standards of care as part of its ESG framework.

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Access to FluCamp Team during Quarantine

Throughout their quarantine stay, participants have continuous access to qualified medical professionals for all health-related needs, alongside dedicated support from the FluCamp team for non-medical assistance. This integrated support framework ensures a safe, responsive, and participant-centred experience, with concerns addressed promptly and effectively, reinforcing wellbeing, trust, and duty of care at every stage of the stay.

Compensation

Participants in London and Germany are fairly compensated for their time and commitment using standardised remuneration frameworks under the approval of medical ethics committee standards. Compensation details are clearly set out in study recruitment materials and are reviewed and approved by the relevant ethics committees and regulatory authorities.

Participant Welfare and On-Site Support

Across our facilities (London, Mannheim and Kiel), participant welfare is supported through practical and on-site provisions. In Germany (non-challenge Phase I), participants can move freely within the unit, with laundry facilities and obtain staff support for essential personal needs, including sourcing forgotten items. In London, essential toiletries are stocked and participants may arrange Amazon deliveries to support comfort, choice and wellbeing during quarantine.

ESG Highlighted to Participants

FluCamp integrated hVIVO's ESG values into the participant experience for quarantine Human Challenge Trials, helping participants understand our ESG objectives and the practical steps we are taking to reduce waste and environmental impact.

Uber Health Access

Uber Health has been used to support volunteer transport to our London sites since October 2025. It helps to ensure reliable and accessible journeys where public or personal transport may not be suitable. Uber Health prioritises the use of electric vehicles where possible, through the 'Uber Green' initiative which aims to promote reduced emissions. 89% of trips booked via Uber Health use EV vehicles, with a small number using hybrid, and even fewer using vehicles with internal combustion engines. Between October 2025 and February 2026 an estimated 535 kg CO₂e was avoided by taking EV trips, rather than using vehicles with internal combustion engines.

5. Operating Sustainably



hVIVO is committed to environmental sustainability and, in 2024, the Canary Wharf site achieved ISO 14001 accreditation, which was successfully maintained in 2025. ISO 14001 is the international standard for environmental management, providing a structured framework to identify, monitor, and reduce environmental impacts across operations.

hVIVO promotes sustainable practices throughout the organisation and intends to implement ISO 14001 across its other sites in due course. As the Group continues to expand, its operations are kept under continuous review to identify any processes that may affect key environmental issues, including energy consumption, waste management, purchasing, supplier management, transport, and emergency response. Once sufficient measurable information on the Group's environmental impact has been collected, the Company intends to establish environmental targets.

hKitchen & Responsibly Sourced Food

hKitchen, via a dedicated app, aims to significantly reduce food waste across clinical trials, staff catering, and in-house meetings. By aligning food ordering volumes more accurately with participant and staff demand, hKitchen has materially reduced surplus food and improved operational efficiency whilst supporting their wellbeing.

Additional initiatives have further strengthened hVIVO's environmental performance, including the adoption of compostable food packaging and enhancements to our digital food app. The upgraded app reduces reliance on paper-based processes, improves ordering accuracy, and supports more efficient kitchen operations.

hVIVO partners with Waste Knot, an organisation that creates viable markets for misshapen and surplus vegetables that would otherwise go to waste. This partnership supports UK farmers by reducing overproduction, helps control industry costs, and promotes responsible consumption by ensuring high-quality produce is utilised rather than discarded.

In Germany, we prioritise sourcing locally produced food to reduce transportation distances and the associated carbon emissions. By working with local suppliers and seasonal produce, we are able to support regional businesses while lowering the environmental impact linked to long-distance food distribution. In addition, menu options are intentionally limited and carefully planned to better match demand and reduce the likelihood of surplus food being prepared. This approach helps

minimise food waste, supports more responsible consumption of resources, and aligns with our broader commitment to environmentally sustainable operations.

Waste & Recycling

hVIVO continues its mission of reducing waste and improving recycling at its facilities expanded and through multiple initiatives as well as encouraging hVIVO team members to reduce, reuse and recycle. With the move of the Group headquarters to Canary Wharf, hVIVO has been able to align with the local recycling initiatives that Canary Wharf have in place, including a sustainability-focused waste system.

Continuous monitoring of waste and electronic waste generation is maintained, and waste contractors are carefully assessed and supervised across the Group. Recycling facilities have been expanded at all hVIVO sites, with an ongoing emphasis on disposing of electronic waste in line with regulatory requirements and reducing the amount produced. Collaborative waste audits undertaken with landlord management teams to ensure optimised disposal. Promotion of initiatives such as Recycling Week included within annual ESG communications schedule, to enhance understanding of measures that can be taken to improve environmental sustainability both in the workplace and at home.

From 2025, at our Canary Wharf site we started to track waste recovery with the summary in the table below:

Waste recycled (on site separation) (kg)	Waste Anaerobically Digested (kg)	Total waste recovery (kg)	Total waste generated (kg)	Recovered %
6,872	2,570	9,552	14,990	62%

Our other initiatives to reduce CO₂ include the use of Shred-It confidential recycling (19.8CO₂e/kg offset) and DocuSign (126.5 CO₂e/kg saved).

Streamlined Energy & Carbon Reporting ('SECR')

hVIVO has reported greenhouse gas (GHG) emissions for Scope 1 and 2 (and associated Scope 3) in accordance with the requirements of Streamlined Energy and Carbon Reporting (SECR). This includes emissions for the 12 months from 1 January 2025 to 31 December 2025 compared to 2024 and 2023. The figures are a consolidated view of all hVIVO entities within the UK.

Emissions (tCO ₂ e)	2025	2024*	2023*
Scope 1 Emissions from combustion of gas	12.9	13.0	18.3
Scope 2 Emissions from purchased electricity	218.3	176.8	130.9
Scope 3 Emissions from business travel in rental cars or employee vehicles where company is responsible for purchasing the fuel	1.3	0.6	1.6
Total	232.5	190.4	150.8
Other metrics			
Intensity ratio from Scope 1, 2 & 3 (tCO ₂ e / £10,000 turnover)	0.047	0.029	0.026
Intensity ratio: tCO ₂ e from Scope 1, 2 and 3 / FTE	1.336	0.873	0.769
Intensity ratio: tCO₂e from Scope 1, 2 & 3 / m²	0.041	0.033	0.018
Total energy used (GWh)	1,312,329	928,605	740,612

Methodology: Emissions were calculated using data, estimates or extrapolations collected by the Company, according to the 2025 UK Government Greenhouse Gas Conversion Factors for Company Reporting

*Prior year figures have been restated for consistency following methodology refinements.

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6. Commitment to Ethical & Compliant Business Practices

At hVIVO, we uphold the highest standards of ethical conduct and transparency in all aspects of our operations. As a leading player in a highly regulated industry, we recognise the critical importance of adhering to rigorous ethical guidelines. For further details, please refer to the Corporate Governance section of this report on page 30.

Risk Management

The Group has a robust risk management process in place, as detailed on page 27. In addition, the quality and regulatory personnel across the Group perform regular risk assessments and have robust validation processes in place. All risk assessments are built into hVIVO processes where appropriate.

Anti-Bribery and Corruption

In 2023, hVIVO digitised the gift reporting process within its Anti-Corruption and Bribery Policy, creating a streamlined and effective way to ensure compliance with anti-bribery laws. Anti-bribery and corruption training is provided to all new staff and later reinforced by a Standard Operating Procedure, which is signed off by senior management.

Whistleblowing

hVIVO is committed to eliminating all forms of corruption, malpractice, or wrongdoing and take appropriate action when necessary. The Group operates a Whistleblowing Standard Operating Procedure supported by training. A centralised portal allowing reporting incidents anonymously is live on the hVIVO intranet. For further details, please refer to the Audit & Risk Committee section of this report on page 40.

Human Rights

hVIVO strongly oppose any form of slavery or human trafficking and operate in full compliance with the UK Modern Slavery Act 2015. The Company's Modern Slavery Policy is available at www.hvivo.com.

Suppliers

hVIVO has incorporated ESG-focused questions into its standard Assurance Supplier Quality Assessment process to evaluate suppliers for clinical trials on modern slavery, equality, health & safety, and anti-bribery measures. The Company continues to expand the scope of these assessments.

Quality and Participant Safety

hVIVO's commitment to quality and participant safety goes beyond regulatory requirements. Led by the Head of Quality Assurance, the Group operates a robust Quality Management System supported by Policies and SOPs to ensure quality, safety, compliance and ethical conduct across its trials. Independent audits and a Corrective and Preventive Action (CAPA) process provide ongoing oversight in line with the Quality Policy.

hVIVO works closely with regulatory authorities and research ethics committees, supporting honesty and transparency. The Group follows Good Clinical Practice (GCP) and applicable national and international regulations under its Clinical Governance Policy and Business Code of Ethics. Laboratories are accredited by the College of American Pathologists, licensed by the Human Tissue Authority, and received UKAS ISO/IEC 17025:2017 accreditation in 2025 for its molecular flu assay.

All clinical trials are reviewed by the relevant country-level regulatory authority and/or an independent Research Ethics Committee. Before submission, internal experts assess available data to confirm compliance with regulatory requirements.

Participant safety is the Company's top priority. Trials are designed with continuous medical oversight, as set out in the Medical Management Policy. Staff receive regular training on GCP, the Data Protection Act and data integrity, and all clinical and laboratory data are subject to rigorous quality control to ensure accuracy and reliability.

The Head of Quality Assurance reports to the Board regularly. The Group has an excellent safety record, with no serious adverse reactions reported by participants in the last five years.

